

ANNUAL
HIRING
PROCESS

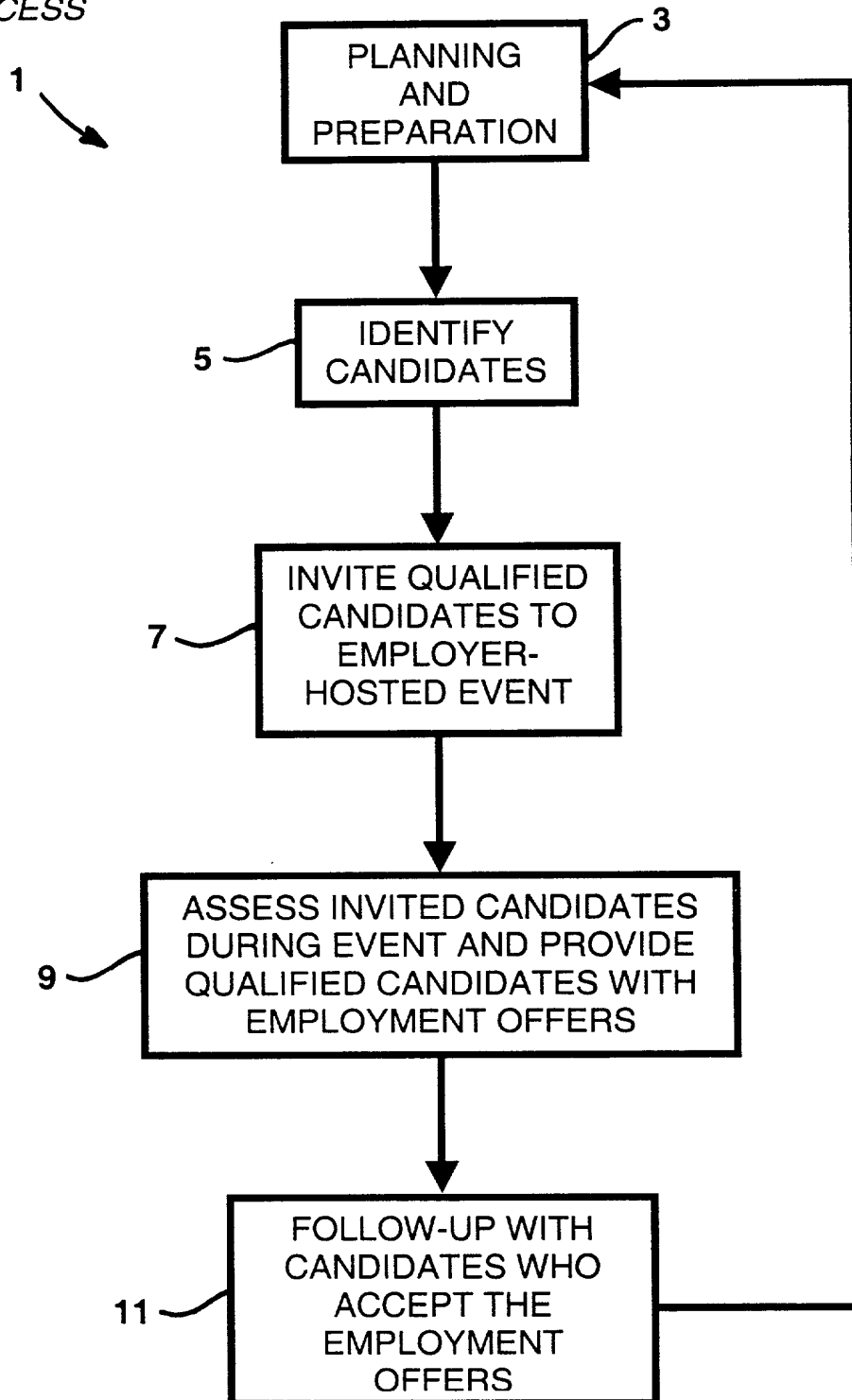
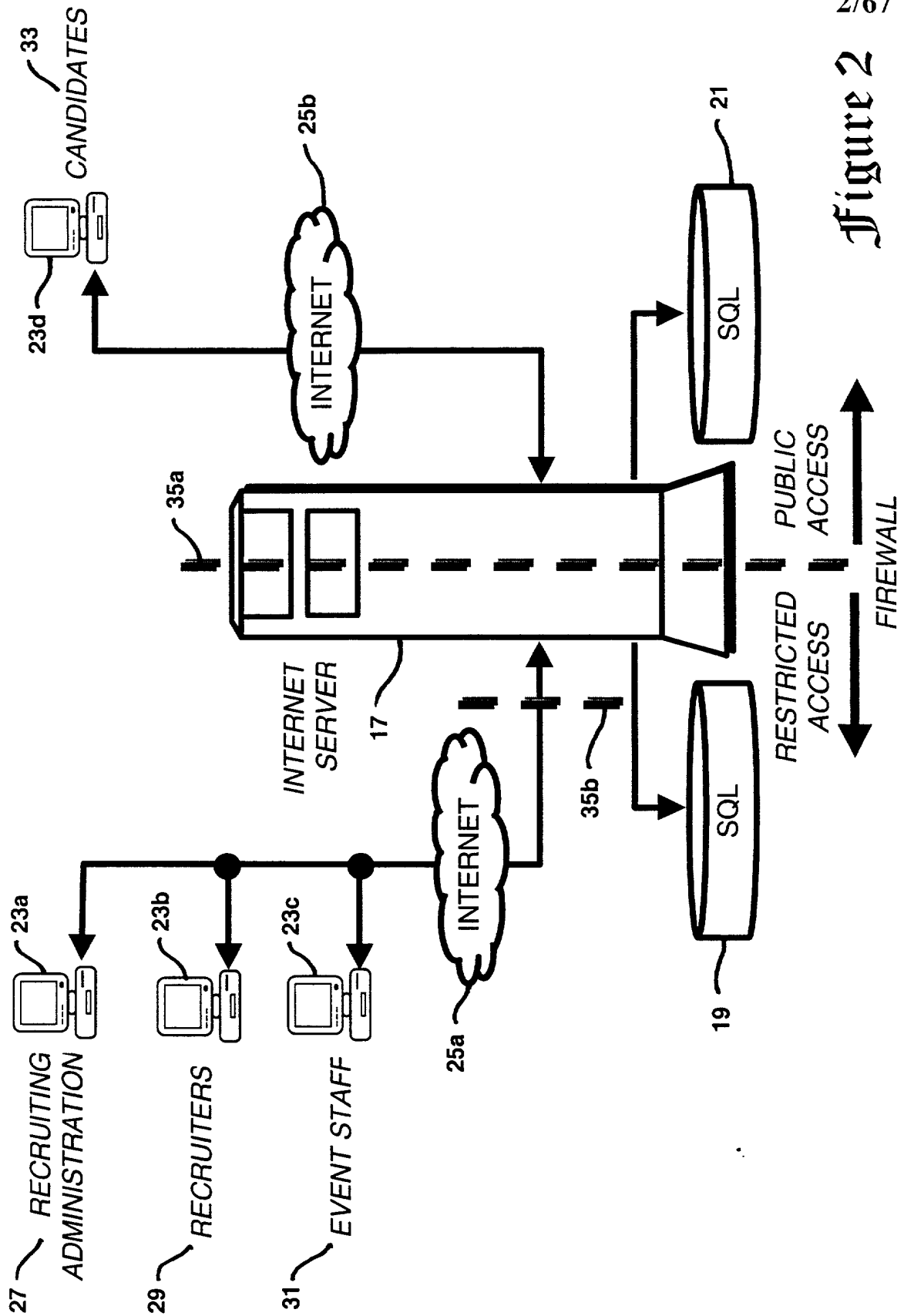


Figure 1



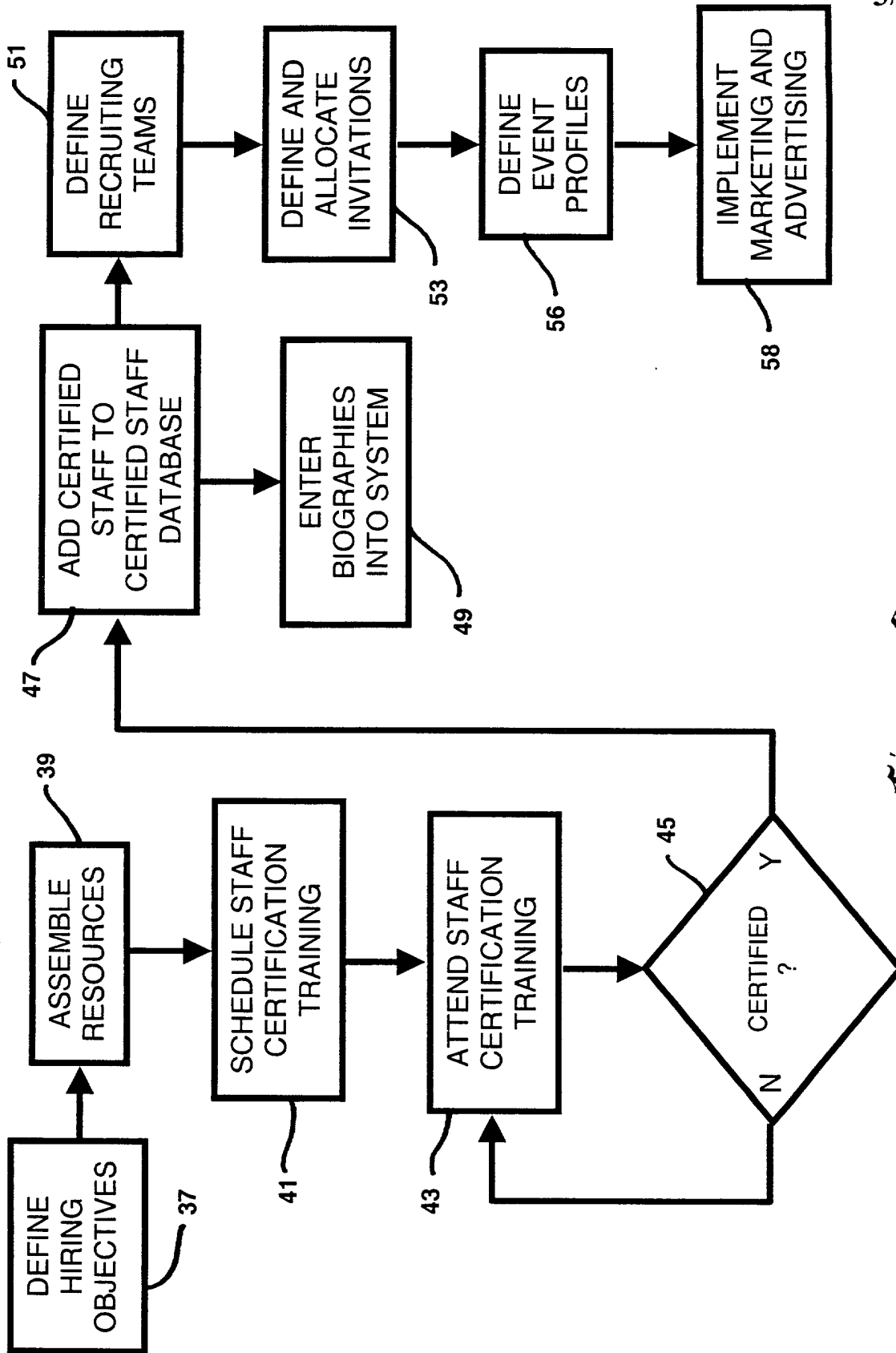


Figure 3

4/67

Targets/Placements		44	46	48	50
		Target	Projected	Defined	Invited
1215/1384/Accounting		1	0	0	0
1215/1491/Accounting		4	0	0	0
1216/1360/Accounting		1	0	0	0
1216/1361/Accounting		1	0	0	0
1216/1421/Accounting		4	0	0	0
1216/1422/Accounting		65	0	0	0
1216/1425/Accounting		65	0	0	0
1216/1428/Accounting		4	0	0	0
1217/1416/Accounting		4	0	0	0
1217/1417/Accounting		4	0	0	0
1217/1418/Accounting		2	0	0	0
1217/1419/Accounting		4	0	0	0

Figure 4

40

42

54 →

Recruiting Certification Management

Name	Training Date	Course Code	Course Description	Completion Date	Test Score
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			

55 57 59 61 63

To Send e-mail to newly certified person with pass/fail information click on send button Send

Save Delete

Figure 5

View Training Information

73

Select Name	All Names	Select Organization	All Results
Select Course Code	All Course Codes	Select Result	
Select Division		Training Date Range	
Certification Date Range			
		Search	Print Report

64

Figure 6

7/67

Add User Profile

The Information you enter on this is used to match qualified Ford Interviewers/Assessors/Mentors and Buddies with candidates at on-site Recruiting Events based on similar background data and interests and/or to display your user profile on <http://mycareer.ford.com>. Please provide short biography. If you check the approval box, your biography and picture may be posted on the Ford Internet web site to provide potential employees a view of the people at Ford.

Name	Keller, A. J. (Anne)		
Last Name	Keller	First Name	Anne
Phone	1-313-8453467	Email	akeller@ford.com
Organization	HR	Division	ER
Designation	Process Specialist		

77

Function	Human Resources	89
Gender	Female	91
School 1	Alaska Bible College	
School 2	Select a School	
School 3	Select a School	
Highest Level Education	Bachelors	
Are you a member of the following	No FRGC Ford Asian Indian Association	97

Race	White	93
Major 1:	Business-Accounting	1985
Major 2:	Select a Major	
Major 3:	Select a Major	
Leadership Level	GSR	

95

75

Figure 7

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Recruiting Teams Information

Select School or Professional Organization Arizona State University 101

Add New Team Member

Select Name 103

Add

Name	CDS	Training Certification Date	Certification Description	Function	Role
<input type="checkbox"/> De Pena, Juan	JDEPEN	8/27/00	Recruiter and Assessor Certification	Product Development	Recruiter
<input type="checkbox"/> Merchak, Daniel	dmerchak			Marketing and Sales	Recruiter
<input type="checkbox"/> Kory, Josef	jkory			Marketing and Sales	Recruiter
<input type="checkbox"/> Menden, Marc	mmenden			Purchasing	Recruiter
<input type="checkbox"/> Flynn, William	wflynn			Marketing and Sales	Recruiter

105
107

Save
Delete

Figure 8

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Add Silver Bullet User

Silver Bullet User	111
Recruiting Method	113
Recruiting Season	115
Function	117
Class	119
Campus	121
Diversity Event	123
Number of Bullets	125
Hiring Target	127
Bullet Expiration Date	(mm/dd/yyyy)

129

Save Reset

109

Figure 9

10/67

School Information Management

131

Select School Name

Choose School Name

School Code

Select Rams's Name

Choose A RAM

133

State Location

Region

135

Functions:

☐ Finance
 ☐ Ford

☐ Purchasing
 ☐ Human

☐ Credit
 ☐ Resources

☐ MS&S
 ☐ Process
 ☐ Leadership

☐ Manufacturing
 ☐ Product
 ☐ Development

137

Do we recruit Co-op for Engineering or Business?

☐ Business
 ☐ Engr

139

Is this a predominantly minority school?

☐ Women
 ☐ Black
 ☐ Native American

☐ Hispanic
 ☐ Asian
 ☐ Other
 ☐ Minority

141

Ford School Classification

☐ Strategic
 ☐ Specialty
 ☐ "At-Large"

Gourman Rankings

UGBA

UGME

UGEE

UGF

UGH

UGI

UGJ

UGK

UGL

UGM

UGN

UGO

UGP

UGQ

UGR

UGS

UGT

UGU

UGV

UGW

UGX

UGY

UGZ

School Evaluation

143

Figure 10

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School Contacts Information									
		Select School Name		146					
159 Business School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name	147	Name		Name		Name		
	Title	149	Title		Title		Title		
	Phone	151	Phone		Phone		Phone		
	Fax	153	Fax		Fax		Fax		
	E-mail	155	E-mail		E-mail		E-mail		
	Address	157	Address		Address		Address		
161 Engineering School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name		Name		Name		Name		
	Title		Title		Title		Title		
	Phone		Phone		Phone		Phone		
	Fax		Fax		Fax		Fax		
	E-mail		E-mail		E-mail		E-mail		
	Address		Address		Address		Address		

Figure 11

145

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Professional Organization Information

163

165

167

169

171

SAVE RESET

Professional Organization [select a professional Organization]

Main Office Location [select a state] [Recruiting Office Contact]

Ford Resource Group Connection

Target Audience Description

Ford Fund Sponsored ☐ Yes ☒ No

Select associated group(s): ☐ Women ☐ Black ☐ American Indian/Alaskan Native ☐ Hispanic ☐ Asian/Pacific Islander ☐ Unknown

Does this target a specific academic group? []

☐ Finance ☐ Ford Land ☐ MS&S ☐ Process Leadership ☐ Purchasing ☐ Ford Credit ☐ Human Resources ☐ Manufacturing ☐ Product Development

Contact Information

Name	Name	Name
Title	Title	Title
Phone	Phone	Phone
Fax	Fax	Fax
E-mail	E-mail	E-mail
Address	Address	Address

Figure 12

13/67

Add Activity

Select the Type of Activity to Add		<input checked="" type="radio"/> Campus Interview <input type="radio"/> Professional Organization Activity <input type="radio"/> Campus Activity	
Select a School	<input type="text"/> 175	Activity Planner Name	<input type="text"/> Keller, Anne
Select Activity Classification	<input type="text"/> 177	Activity Date	<input type="text"/> (mm/dd/yyyy)
Activity Description	<input type="text"/> Campus Interview	<input type="text"/> 179	<input type="text"/> 183

Required for Campus Interview			
Select Recruiter Name	<input type="text"/> 185	Duration	<input type="text"/> 187
Type of Job	<input type="text"/> Co-op FT+Smr Full Time	Schedule Type	<input type="text"/> 1/2 Open / 1/2 Invite <input type="text"/> 1/2 Open / 1/2 Preselect <input type="text"/> Closed / Preselect
Student Type	<input type="text"/> Business Engineering MBA Only	Job Description	<input type="text"/> 191 <input type="text"/> Mfg-VO-Plant-Production Superintendent-MI <input type="text"/> Mfg-VO-Plant-Production Superintendent-MI <input type="text"/> Mfg-VO-Plant-Production Superintendent-MI

Required for Prof. Organization Activity			
Academic Group	<input type="text"/> 197	Activity Location	<input type="text"/> 199
Location Address	<input type="text"/>	State/Share	<input type="text"/>

Required for Campus Activity	
Specify Target Academic Groups:	<input type="text"/> 201

Figure 13

173

Event Profile

Event Name:

Start Date:

End Date:

Select Requests:

1016/Finance Foundation Program/0

1017/Finance Undergrad Program/0

1121/Product Specialist/0

1032/Finance Leadership Oct. 6/0

1033/Intern Program for Undergraduate Students/0

Description:

Next

Figure 14

15/67

Edit Master Requisition(page 1 of 12)

Step 1: Enter name, target, function, career

Requisition Number: 303

Requisition Name: 305

Creation Date: 309

Type: 313

Select the Company and Function for this requisition:

Company: 317

Select the Career that best matches the position being filled.

Career: 321

Creator: akeller
Date Created: 9/26/00 2:11:42 PM

Target: 307

Expire Date: 311

Employee Class: 315

Function/Business Unit: 319

Recruiting Account Manager: 323

Figure 15

301

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New Master Requisition (Req No1122)(page 2 of 12)

Step 2:Enter Abstract

The abstract allows 500 characters and is a very brief description presented to the website user on the job matching screen just beneath the job title.
The Master Req. is a guideline that can be edited at the Sub Req level.

Not used at this time.

Enter Description

The job description allows 2000 characters and provides substantive detail about the position and is available to the website user as s/he selects the link to the job on the job matching screen.
The Master Req. is a guideline that can be edited at the Sub Req level.

Enter the job description.

Use html codes for paragraphs <P> and line breaks
.

Figure 16

325

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New Master Requisition (Req No1122)(page 3 of 12)

Step 3: Select Default Component

You must now select default matching and scoring criteria for this Master Requisition, these values will be used as defaults only.

You must first select a default component. This component will be used for scoring purposes if a candidate is associated with this Master Requisition but has not chosen a specific Sub-Req (component).

Component:	Component:
	Body Engineering

331

333

Figure 17

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Edit Master Requisition (Req No1042)(page 4 of 12)

Step 4: Edit Default Matching Criteria --> Basic Matching Information

Select the choice(s) that best match the position being filled

Level of Responsibility (one or more):

337

Co-op
Early Professional (< 2 years)
Experienced Professional (> 5 years)
Internship
Manager
Professional (2 and 5 years)

Salary Grade Minimum:

339

Salary Grade 4
Salary Grade 5
Salary Grade 6
Salary Grade 7
Salary Grade 8
Salary Grade 11.6

Hiring Location(s) (one or more):

343

Alabama
Alaska
Arizona
Arkansas
California
Colorado

Salary Grade Maximum:

341

Salary Grade 4
Salary Grade 5
Salary Grade 6
Salary Grade 7
Salary Grade 8
Salary Grade 11.6

Figure 18

Step 5: Edit Default Matching Criteria-> Education and Certifications

Select the degrees and field of study that are most relevant to the position being filled

Degree: Associates Degree 347 Accounting 349 Minimum Requirement 351 8/29/00 8/29/00

ADD TO LIST BACK NEXT

Degree	Field of Study	Candidate Requirement	Date Completed	Delete
BS	Chemistry	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Chemistry	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Chemistry	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Electrical	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Electrical	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Electrical	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Mechanical	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Mechanical	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Mechanical	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Aeronautical/Aerospace	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Aeronautical/Aerospace	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Aeronautical/Aerospace	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Materials Science and Engineering	Minimum Requirement	8/28/01	<input type="checkbox"/>

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Figure 19

345

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355

357

359

ADD TO LIST

BACK

NEXT

CERTIFICATION/CONCENTRATION

CANDIDATE REQUIREMENT

DELETE

EDIT MASTER REQUISITION(Req No1042) (page 6 of 12)

Step 6: Edit Default Matching Criteria--> Certifications/Concentrations

Concentration in Information Systems

Not Important

Figure 20

Edit Master Requisition(Req No1042) (page 7 of 12)

Step 7:Edit Default Matching Criteria--> GPA

Select GPA Requirement for Each Education Level:

Undergraduate GPA

Graduate GPA

Minimum

3.0-3.4

3.0-3.4

361

Desirable

Not relevant

Not relevant

363

Highly Desirable

3.5-4.0

3.5-4.0

365

BACK

NEXT

359

Figure 21

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Step 8: Edit Default Matching Criteria -> Background and Relocation Information

Required Status with regard to employment in the United States. Indicate all options for non US Citizens / non Permanent residents

☐ Specialty Occupation (H1-B)
☐ Student Visa with Practical Training (F-1)
☐ Exchange Visitor (J-1)
☐ Extraordinary Ability (O)
☐ Canadian Professional (TN-1)

Candidates for these positions should be / have :

Need to be willing to accept assignment(s) in a Ford production facility
 Need to be willing to accept assignment(s) in a Ford distribution facility
 Need to be willing to live overseas for several years
 Need to be willing to live and work in Southeastern Michigan upon acceptance of a job offer from Ford Motor Company
 Need to be willing to live and work in Southeastern Michigan at some point in my career
 Need to be willing to relocate within the US as required by my job
 Need to be willing to travel internationally
 Need to be willing to travel domestically
 Need to be willing to travel extensively
 Need to be willing to live and work in locations outside of Southeastern Michigan.
 My proficiency in English can be described as.
 Fluency in a language other than English (Indicate language)
 Indicate language

I have attended school outside the United States.
 I have held a job in which I lived outside the United States.

Not Important
 Not Important
 Not Important
 Minimum Requirement
 Minimum Requirement
 Desirable
 Highly Desirable
 Highly Desirable
 Desirable
 Desirable
 Fluent in writing and speaking

Yes No
 Chinese
 French
 German
 Hindi

Yes No
 Yes No

369

371

367

Figure 22

Step 9: Edit Default Technical Skills and Knowledge for Moderate Level of Proficiency

Acoustics

Aerodynamics

Alternate Fuel Technology

Analytical Software Package (e.g. Matlab, IDEAS)

Assembly, body construction

Battery technology

Body engineering

Brake Systems

Calibration

Chassis engineering

Climate Control

Desirable

Minimum Requirement

Highly Desirable

Desirable

Not Important

Desirable

Desirable

Desirable

Highly Desirable

Highly Desirable

Desirable

Highly Desirable

Desirable

373

375

Figure 23

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Edit Master Requisition(Req No1042) (page 10 of 12)

Step 9: (Continued)Edit Default Technical Skills and Knowledge for High Level of Proficiency

	Candidate Requirement
Acoustics	Not Important
Aerodynamics	Minimum Requirement
Alternate Fuel Technology	Highly Desirable
Analytical Software Package (e.g. Matlab, IDEAS)	Not Important
Assembly, body construction	Not Important
Battery technology	Not Important
Body engineering	Not Important
Brake Systems	Not Important
Calibration	Not Important
Chassis engineering	Not Important

379

381

Figure 24

377

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Step 10: Edit Default Candidate -> Experiences

Experience	Candidate Requirement
Need to be a member of AFS	Not Important
Need to be a member of ASME	Minimum Requirement
Need to be a member of ISEE	Highly Desirable
Need to be a member of SAE	Desirable
Need to be a member of SEE	Not Important
Need to be currently working to complete an advance degree (post-bachelors)	Highly Desirable
Need to be or have been a member of a national honor society	Highly Desirable
Need to be or have been an officer of a school or community club or group	Highly Desirable
Need to be or have been an officer of a sorority/fraternity	Not Important
Need to be or have been president of a school or community club or group	Highly Desirable
Need to enjoy maintaining/working on my own car (e.g., preventive maintenance, body work, changing oil, enhancing performance)	Not Important

386

Figure 25

384

Edit Master Requisition(Req No1042)(page 12 of 12)

Step 11: Enter Unique Qualifications

Enter up to 5 unique questions that you would like candidates applying for these positions to answer

385

ADD TO LIST

Figure 26

383

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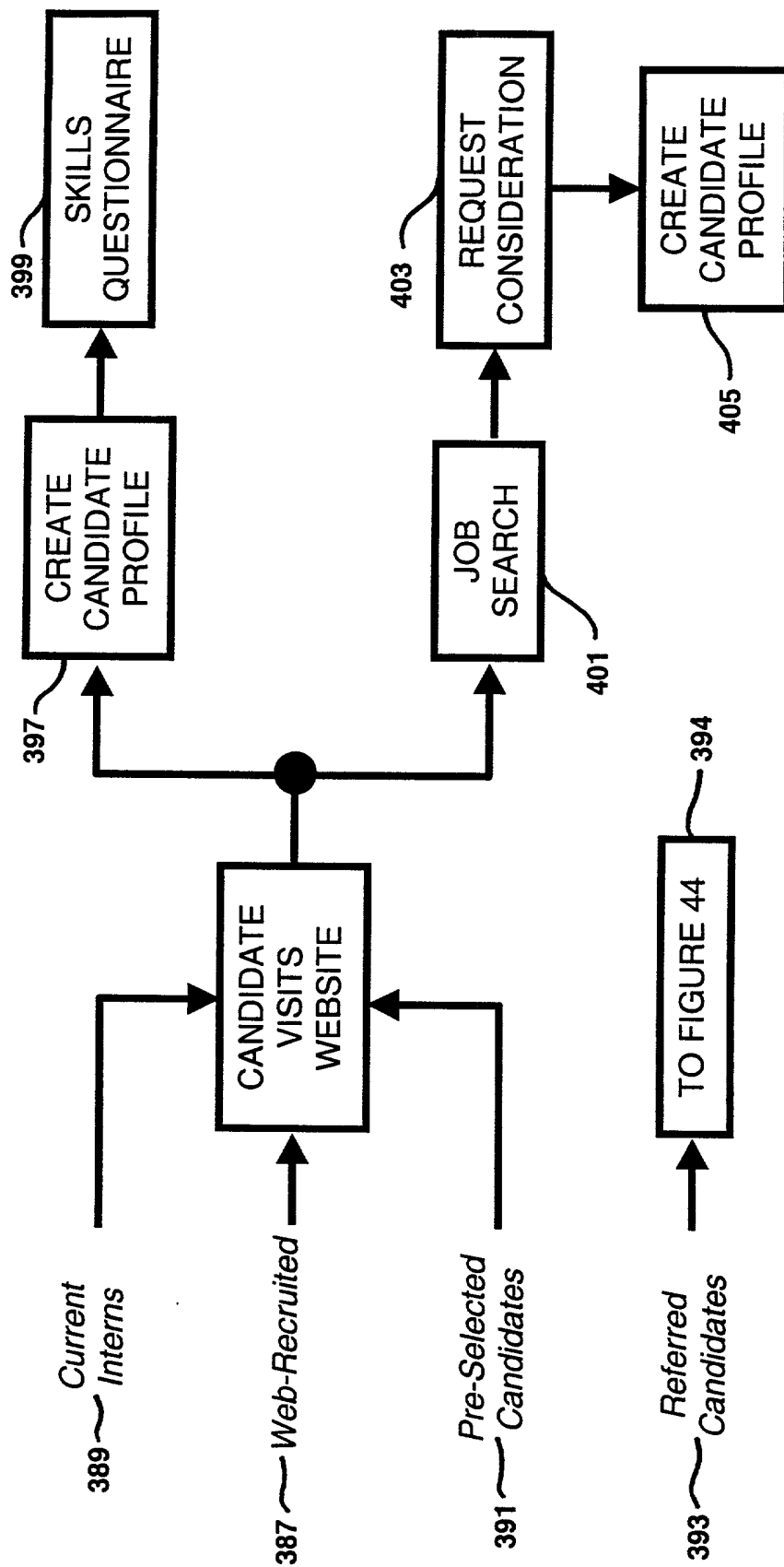


Figure 27

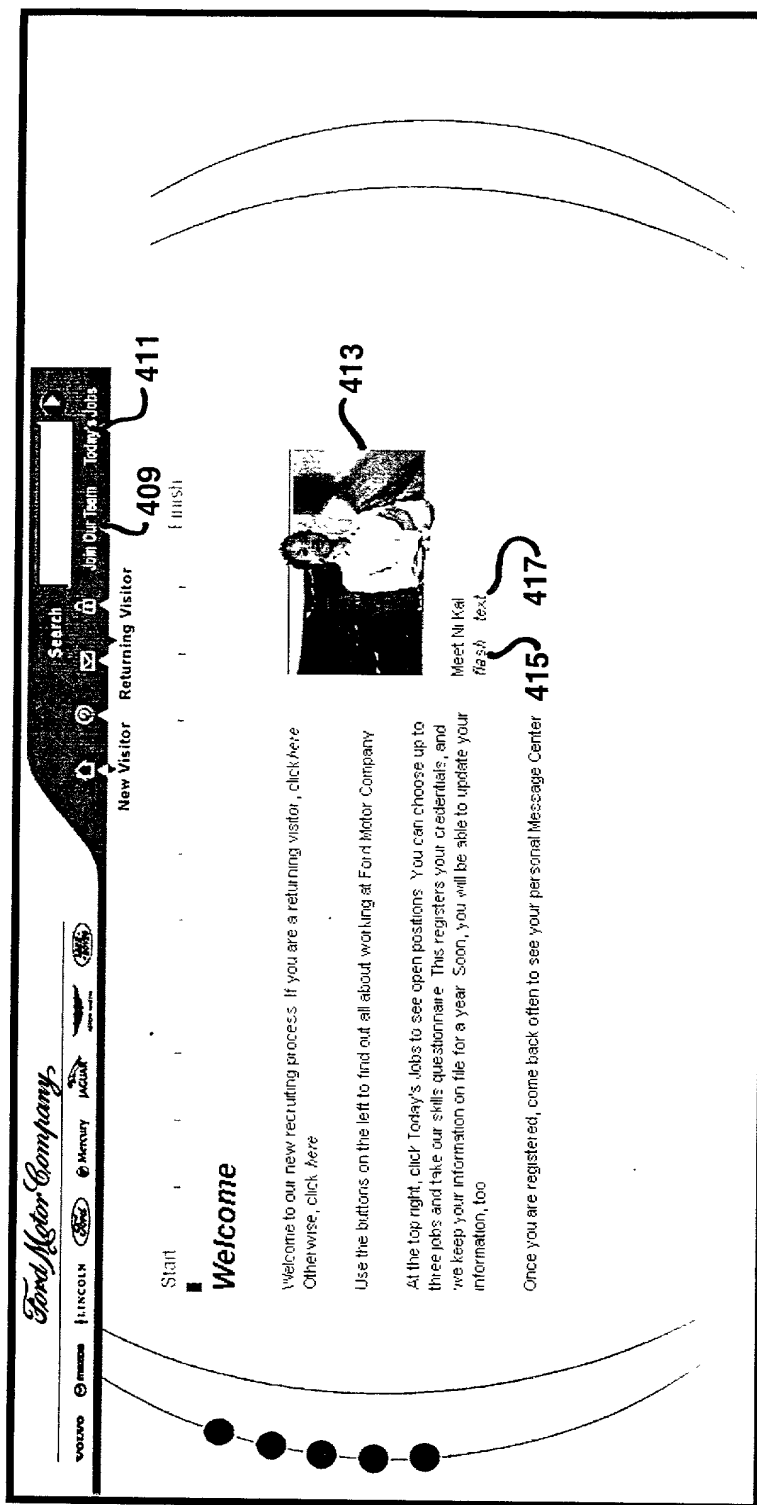


Figure 28

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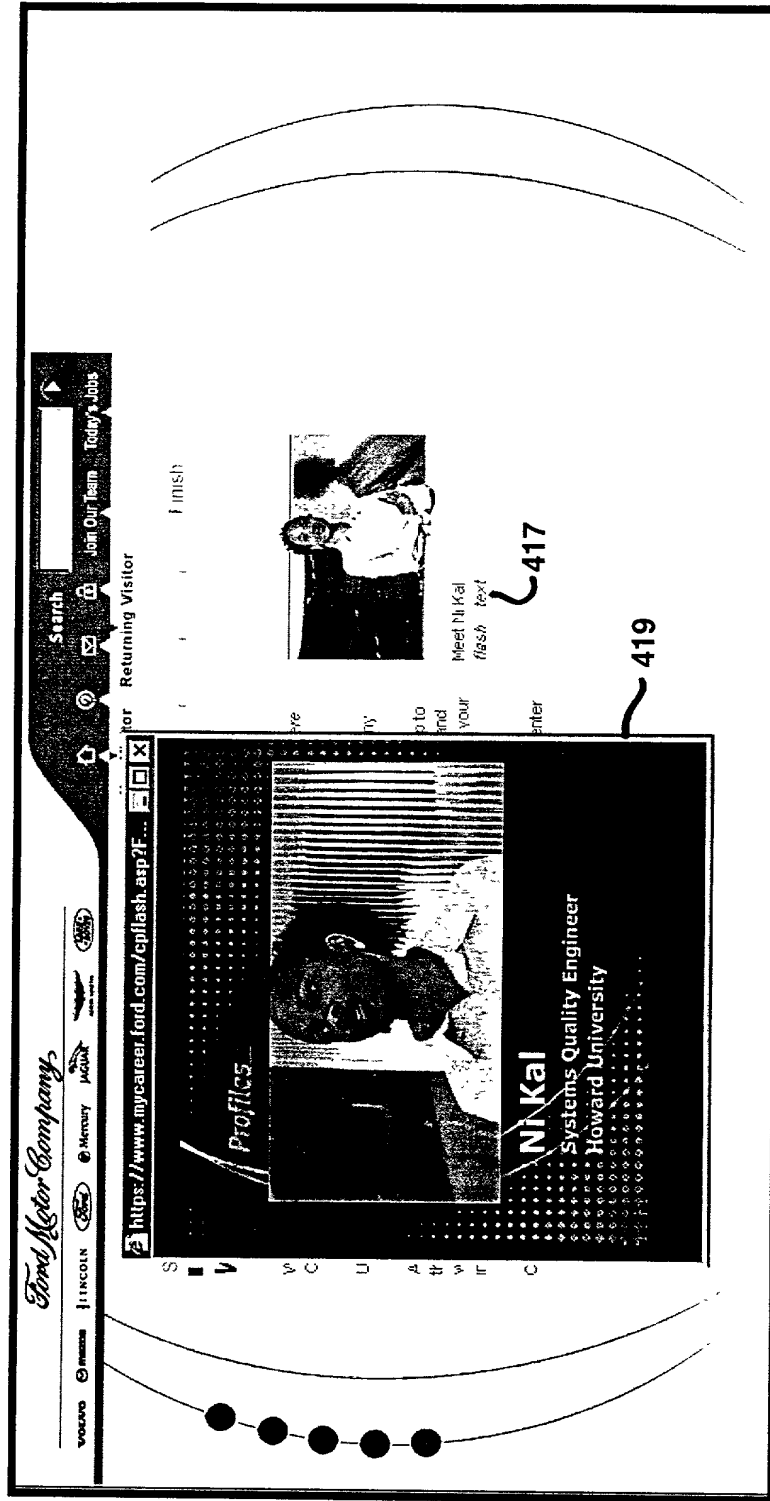


Figure 29

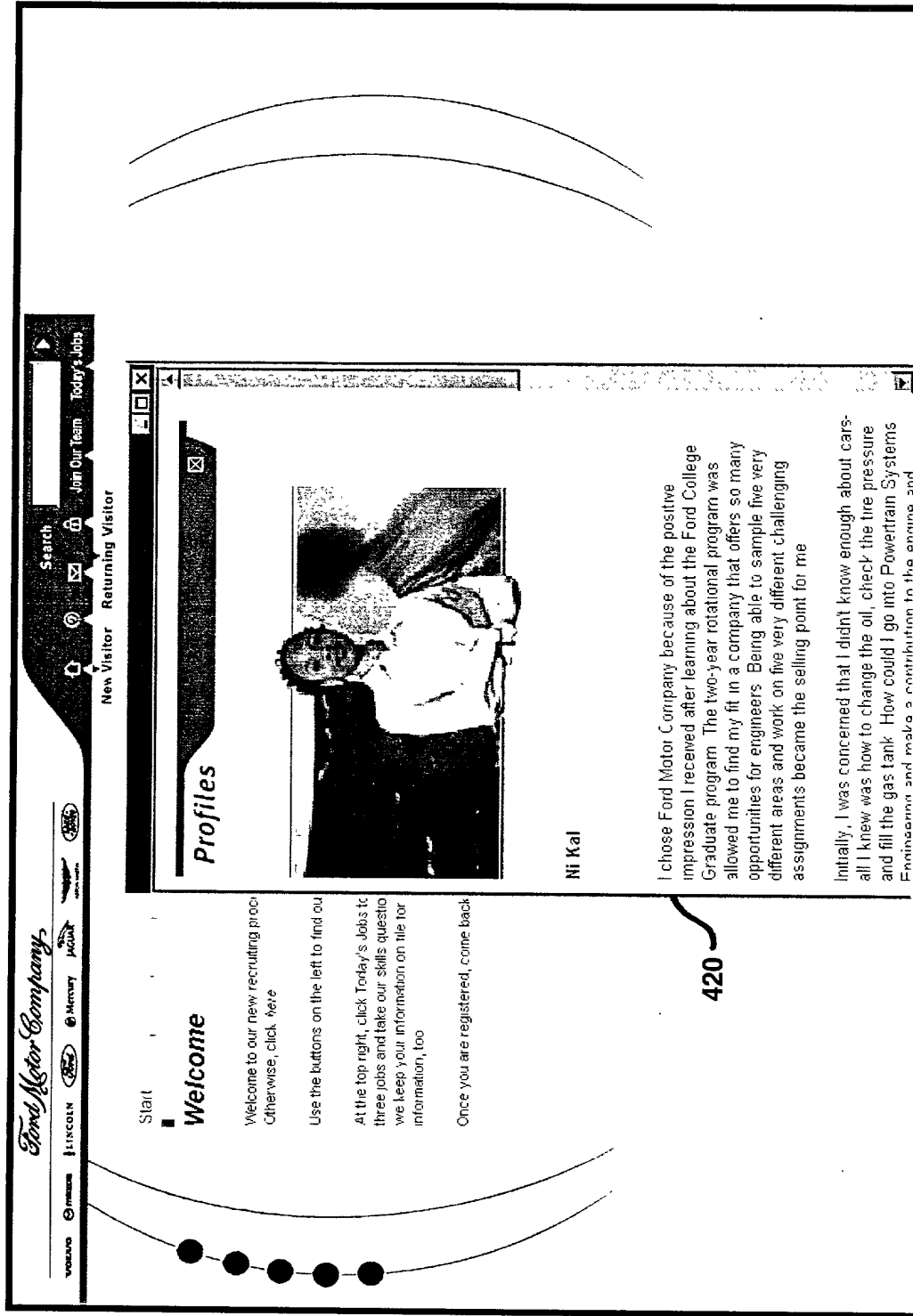


Figure 30

Start **Join Our Team** **Today's Jobs**

Join Our Team

We're flexible--you can choose how to work with our site

Option one you can search *Today's Jobs* for openings that are right for you. Use our search tool to tell us which jobs interest you!

Option two you can enter your credentials and let us do the search. Set up an account, choose your career preference and fill out a skills questionnaire. Then we'll contact you if your credentials match one of our openings.

By choice, we are an equal opportunity employer committed to a culturally diverse workforce.

***Your E-mail Address** **421**
(for career correspondence)

***Pick a password (at least 6 chars)** **423**
***Confirm your password**

Just in case you ever forget your password, enter a secret question and answer here. It should be easy for you to remember and hard for anyone else to guess. If you forget your password, we'll ask you your question, if you answer it correctly, we'll let you change your password.

***Secret question**
***Secret answer(one word)**

next >

About the questionnaire

The questionnaire helps us understand how closely you fit our needs, before we invite you to complete an employment application. The questions take about 30 minutes, but you don't have to complete them all at once. You can stop and come

Figure 31

The screenshot displays the Ford Motor Company recruitment website. The top navigation bar includes the Ford logo, a search bar, and links for 'Join Our Team' and 'Today's Jobs'. A 'Save & Logout' button is also present. The main content area is titled 'Contact Information' and prompts the user to 'Please provide this information'. The form includes fields for Name (First, Initial, Last), Address (Street, City, State, Zip), and Phone. A 'next >' button is located at the bottom right of the form. A large bracket labeled '425' spans the address and phone fields. A small image of a Ford logo is displayed above the form. The bottom of the page features a curved line with five black dots.

Start

Contact Information

Please provide this information

Name

*First

Initial

*Last

Address

*Street

*City

*State

Please Choose

*Zip

*Phone

next >

425

Meet Gary
flash text

OF YEAR

Figure 32

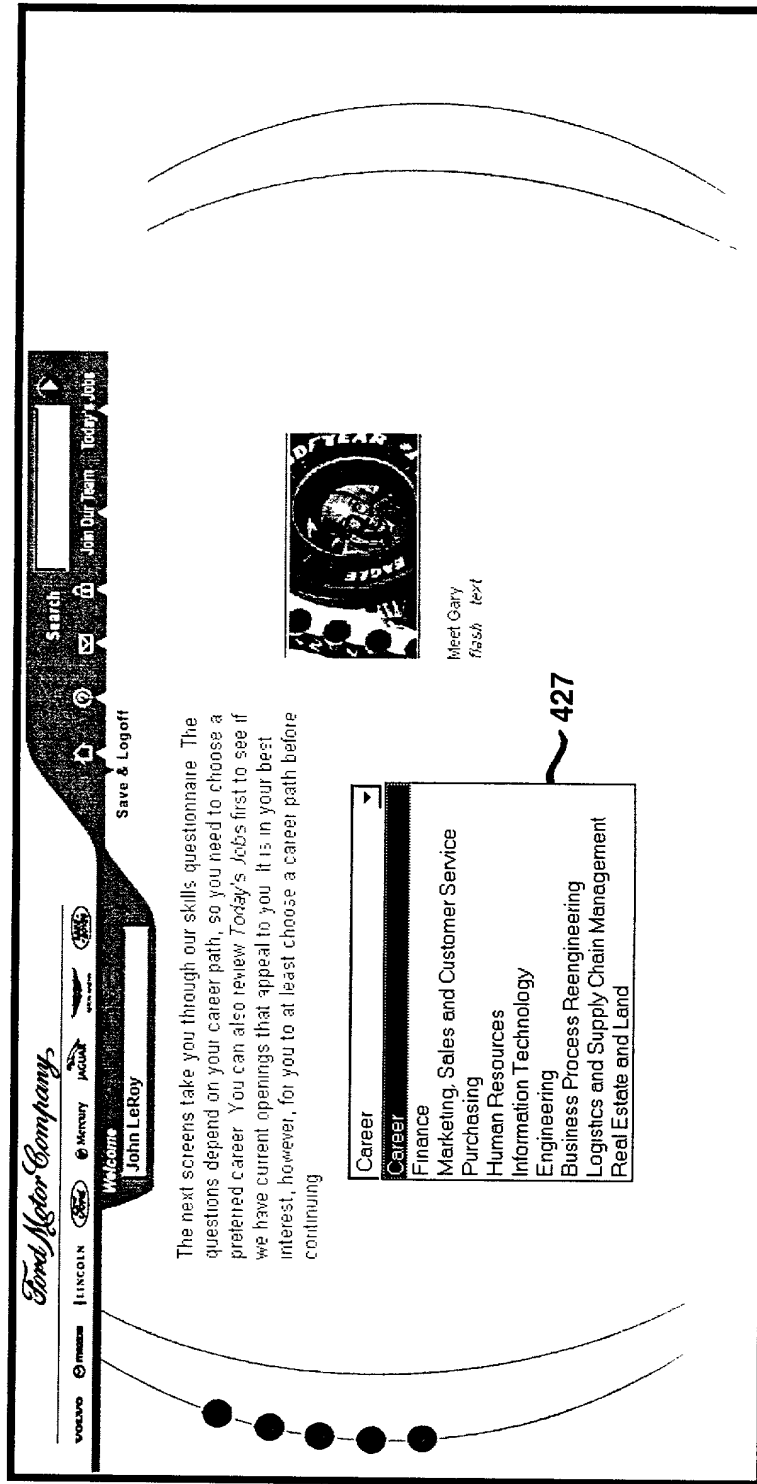


Figure 33

The screenshot displays a web-based recruitment interface for the Ford Motor Company. At the top, a navigation bar includes links for 'Search', 'Join Our Team', and 'Today's Jobs'. Below this, a 'Welcome' message is addressed to 'John Lefroy'. The main section is titled 'Educational Background' and contains a form with the following fields:

- Select a Country: United States
- Select a State: New York
- Select a School: SU of NY at Buffalo
- Select a Major: Engineering - Any Type
- Select a Degree: BS
- Completion (or Expected) Date: 01/1997 (MMYYYY)

Below the form, there is a 'Please enter up to three degrees and certifications, with the actual or expected completion date' section. A 'Meet Gary' button is visible, and a '429' is displayed next to it. The interface also includes a 'Start' button and a 'Finish' button. The Ford Motor Company logo is prominently displayed at the top left.

Figure 34

[illegible]

Figure 35

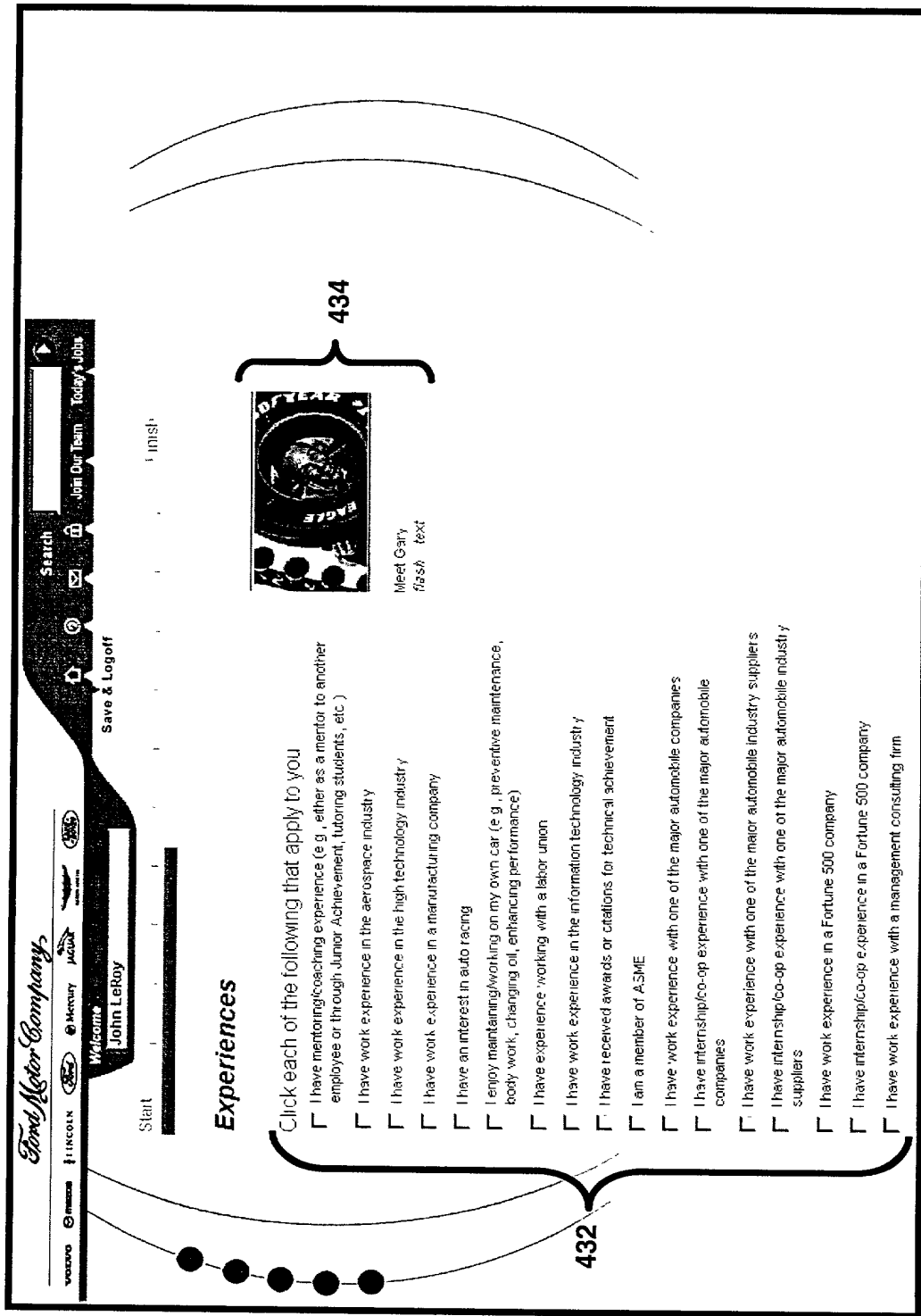


Figure 36

Ford Motor Company

Search []

Join Our Team Today's Jobs

Save & Logout

Welcome John LeRoy

Job Search

Welcome to our job bank.

Answer one or more of these questions, and let us show you jobs that match your interests. The more you tell us, the more targeted the search. You can come back to this screen again and again to refine your list of jobs. Go ahead and explore!

On later screens, you can tell us about relevant skills and experiences. Our skills questionnaire takes about 30 minutes. Then, if you match our immediate needs, we'll contact you, otherwise, we keep your information on file.

What is your preferred...

Career Area 433

Specialty 435

Experience Level 437

Job Type 439

Salary 441

State(s) 443

Alabama

Alaska

Arizona

445 { Tell us about your education...

Degree Major

Completion (or expected) date 01/1950 (MM/YYYY)

Degree Major

Completion (or expected) date 01/1950 (MM/YYYY)

Degree Major

Completion (or expected) date 01/1950 (MM/YYYY)

I'm ready to see my search results. My connection is fast slow

fast requires flash plugin available from [Macromedia](#)

Figure 37

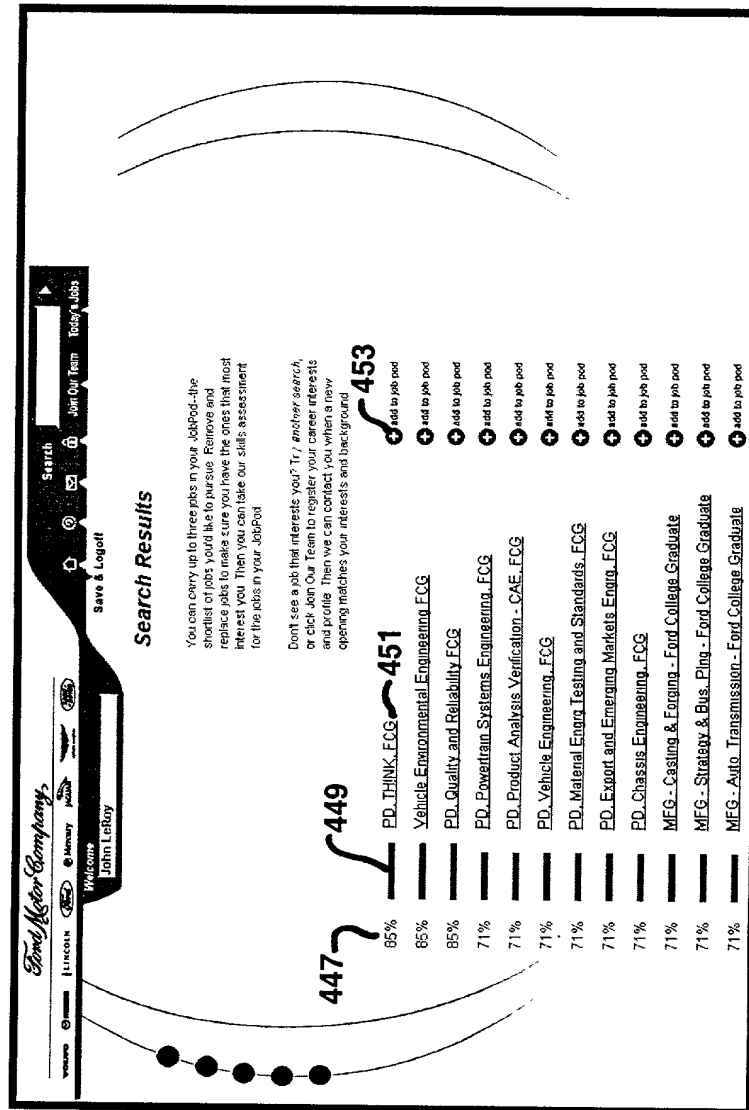
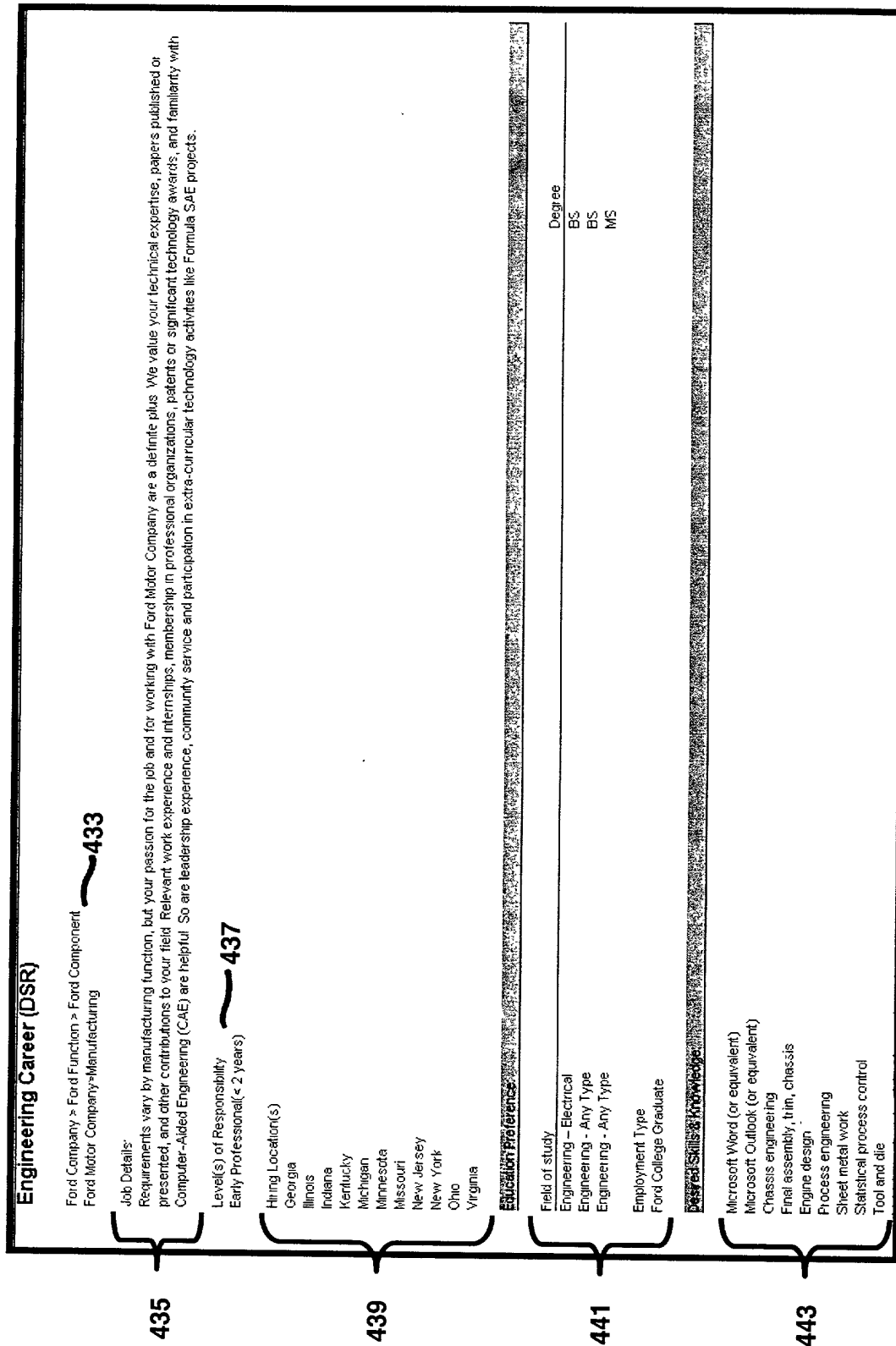


Figure 38



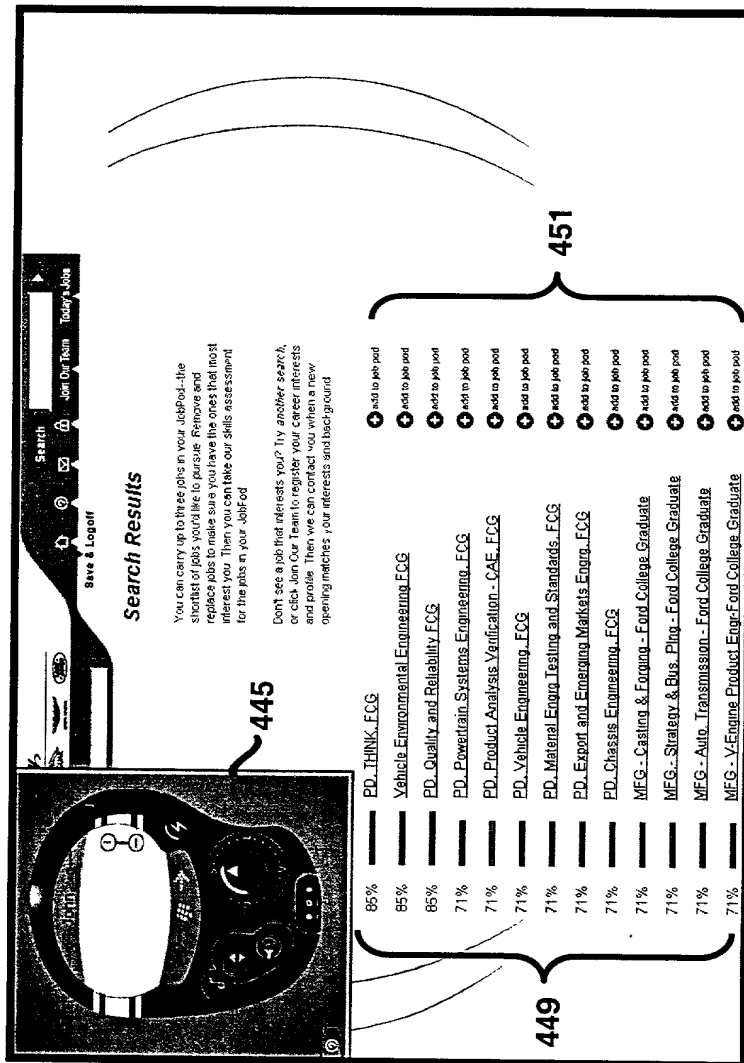


Figure 40

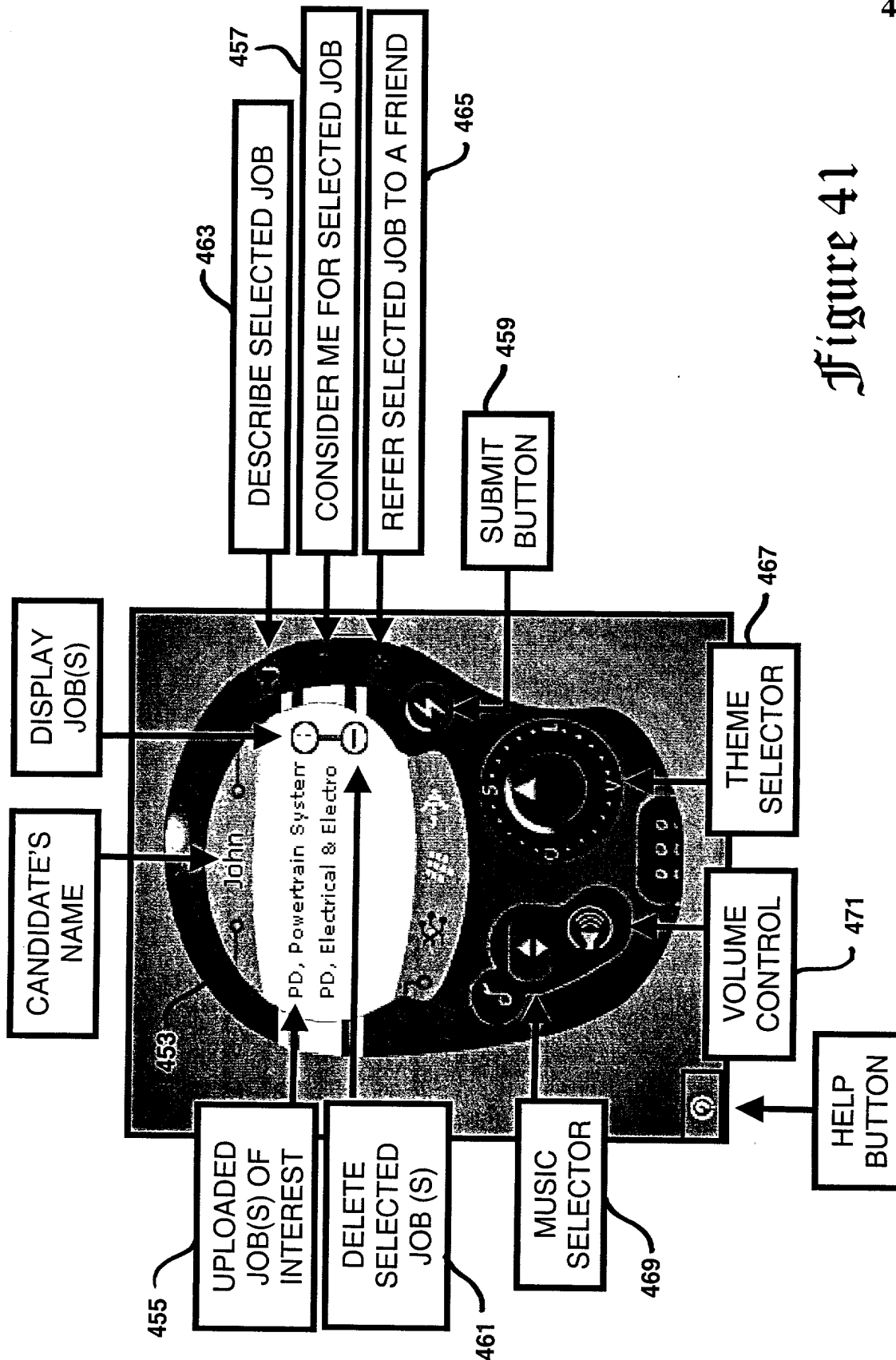


Figure 41

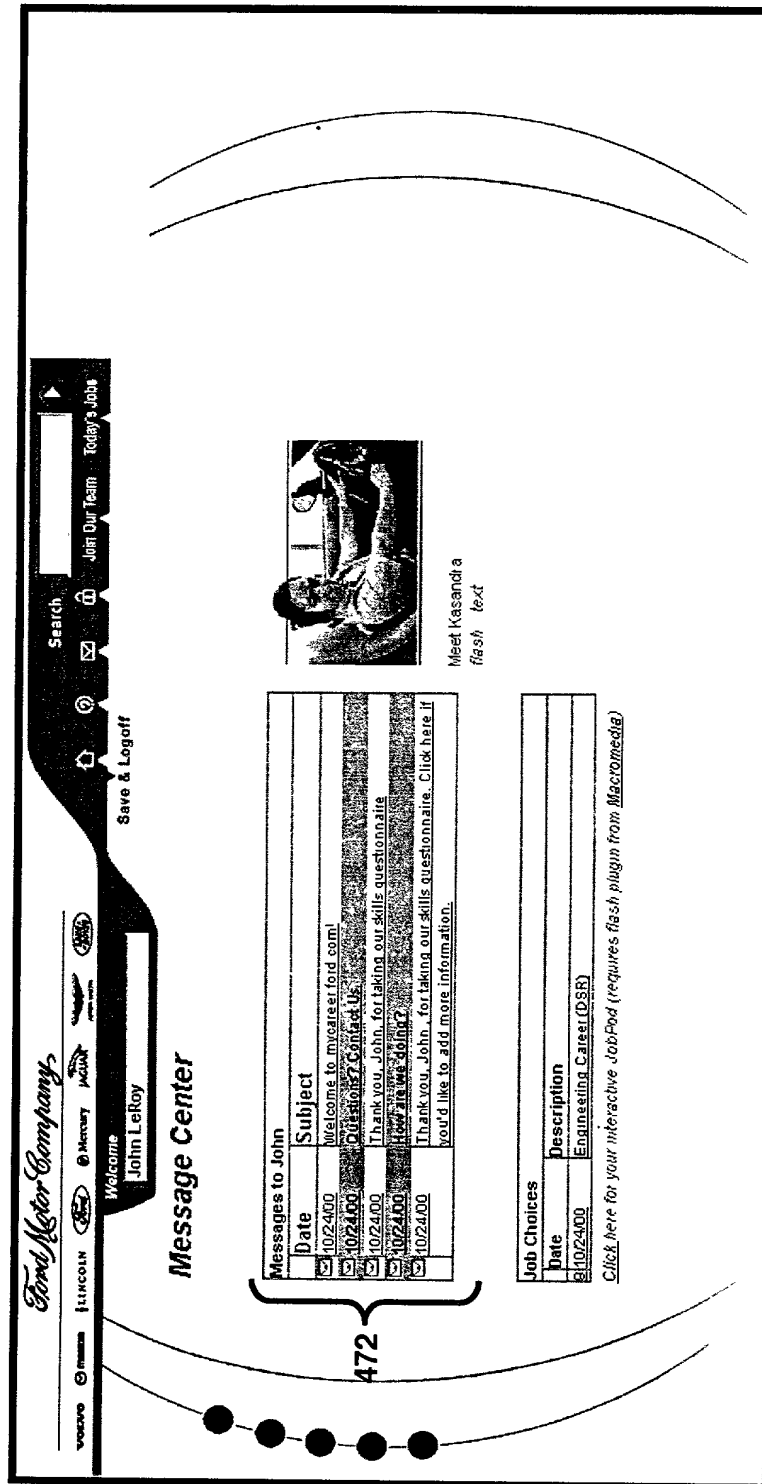


Figure 42

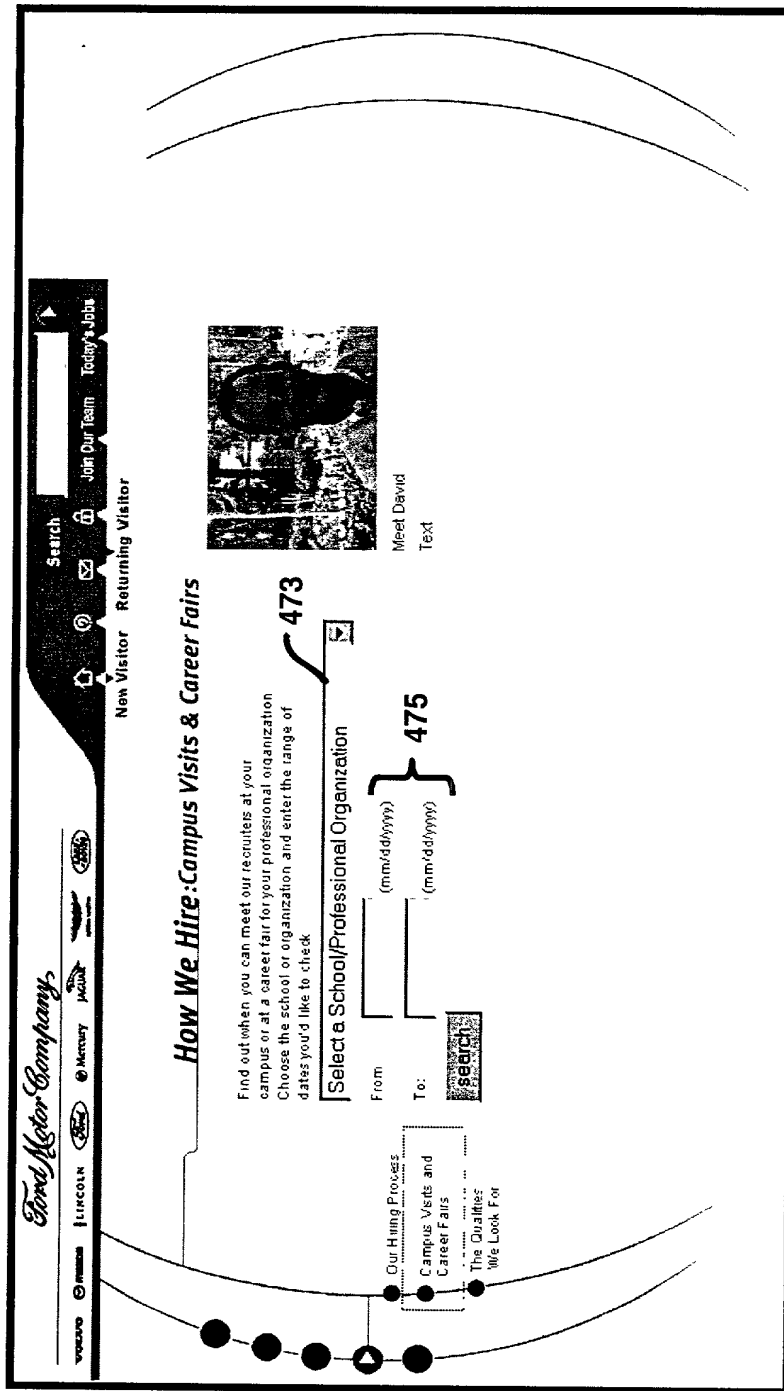


Figure 43

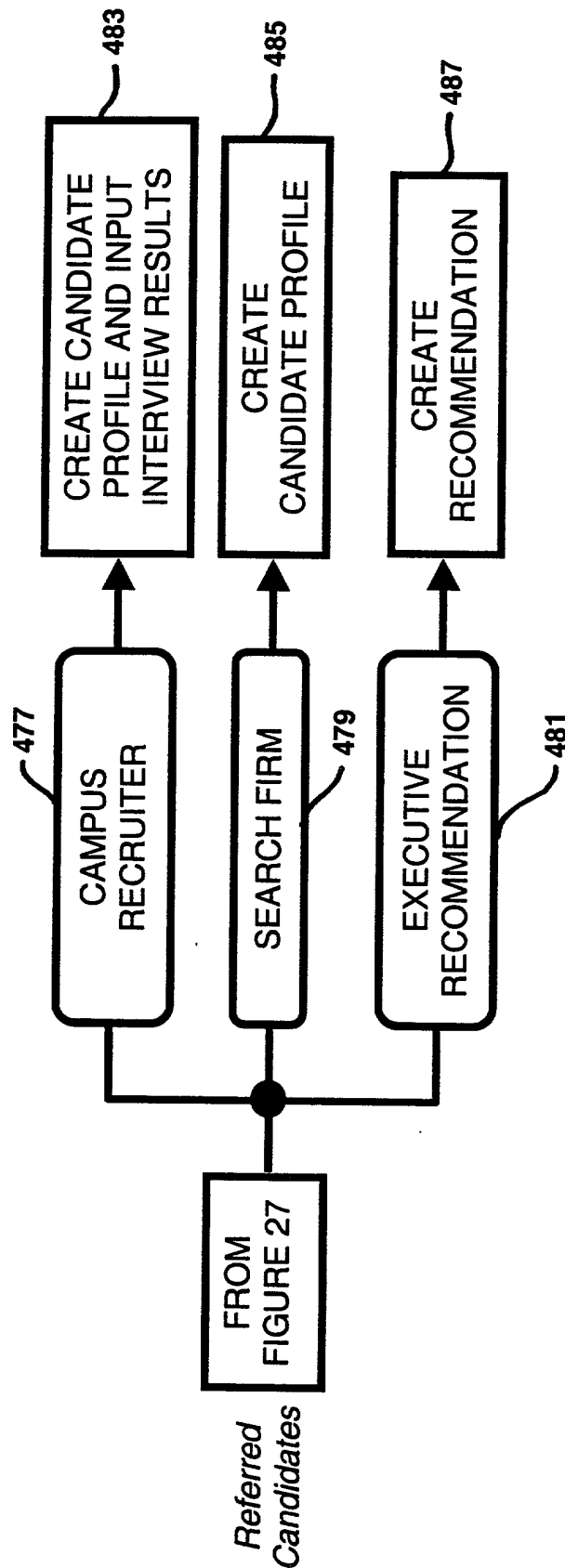


Figure 44

Candidate Profile

First Name: John
Last Name: Smith
Email Address: jsmith@email.com
Phone Number:
School:
Degree Pursuing:
Field of Study (Major):
Expected Graduation Date: (mm/yyyy):
Authorization to work in U.S.:

Interview Rating

Dimension

1. Business Acumen
2. Innovation and Technical Excellence
3. Commitment to Quality
4. Connects with Customers
5. Demands the Truth
6. Desire to Work for Ford

Rating

Interview Notes:

Action: Submit

489

491

493

495

497

Figure 45

Welcome Morresa Meyer

This page shows the recruiting invitations you can use. Menu selections on the left let you use your invitations on candidates.

Please remember these guidelines:

1. Once you use an invitation, you can't rescind it. Make your choices carefully.
2. Invite the best candidates; although invitations are allocated to functions, the quality of the candidate is more important than the function.
3. Use your invitations before the expiration date; unused invitations are forfeited.
4. If you recruit for a professional organization, please don't invite candidates from schools where we recruit. Refer high-quality candidates to the campus recruiters. Click [here](#) to see the list of schools where we recruit.
5. We rely on you to stay in contact with candidates you invite.
6. If you invite an FCG or direct hire candidate, we invite the candidate to register for an upcoming leadership conference.
7. If you invite an intern or co-op candidate, the candidate receives an offer of employment.

Invitation Account Summary

	Path	Function	Class	Allocated	Spent	Target	Expire
Bowling Green State University	B	Product Development	FCG	10	2	5	12/30/00 RA
University of Michigan	A	Product Development	FCG	20	0	10	5/30/01 RA
Western Michigan University	A	Product Development	FCG	20	2	5	12/30/00 RA
American Institute of Science & Engineering	A	Product Development	FCG	10	1	2	12/30/00 RA
Soc...							
499	501	503	505	507	509	511	513

Figure 46

2 adam,ket 521 ket@hotmail.com 7272727722 (U of Michigan-Ann Arbor) 539 535 537 525 533 531

Degree Major Graduation Date
BS Business-Accounting 02/2000
GPA Undergraduate: N/A GPA Graduate: N/A
Overall Band: D

%MIN % %HIGHLY
0 0 0
REQUIRE DESIREABLE DESIREABLE PLACEMENT PREFERENCE
0 0 0 Dealer Service Analyst College Grad

Status: - Application Pending
Active Event: none

527 { 529

Figure 47

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Candidate Profile Report									
Turner, Sue — 541	<i>Ford Motor Company,</i>								
Candidate Information									
Address:	N/A N/A, N/A N/A, USA (888) 888-8888								
Phone:	(888) 888-8888								
Email Address:	Turnexxx@xxx.xx								
Work Authorization	Status: N/A								
Because there are federal restriction on Ford's ability to hire, do you have authorization to work indefinitely in the United States? If No Indicate your visa status: -									
543	Candidate Job/Career Choices								
545	<table border="1"><thead><tr><th>Job Choices</th><th>Career Choices</th></tr></thead><tbody><tr><td>N/A</td><td>N/A</td></tr><tr><td>N/A</td><td>N/A</td></tr><tr><td>N/A</td><td>N/A</td></tr></tbody></table>	Job Choices	Career Choices	N/A	N/A	N/A	N/A	N/A	N/A
Job Choices	Career Choices								
N/A	N/A								
N/A	N/A								
N/A	N/A								
547	Employment History								
549									

Figure 48

Find Candidates(s)

Contact Information

Last Name (s) (Lk)

First Name (s) (Lk)

Email (s) (Lk)

Candidate

Figure 49

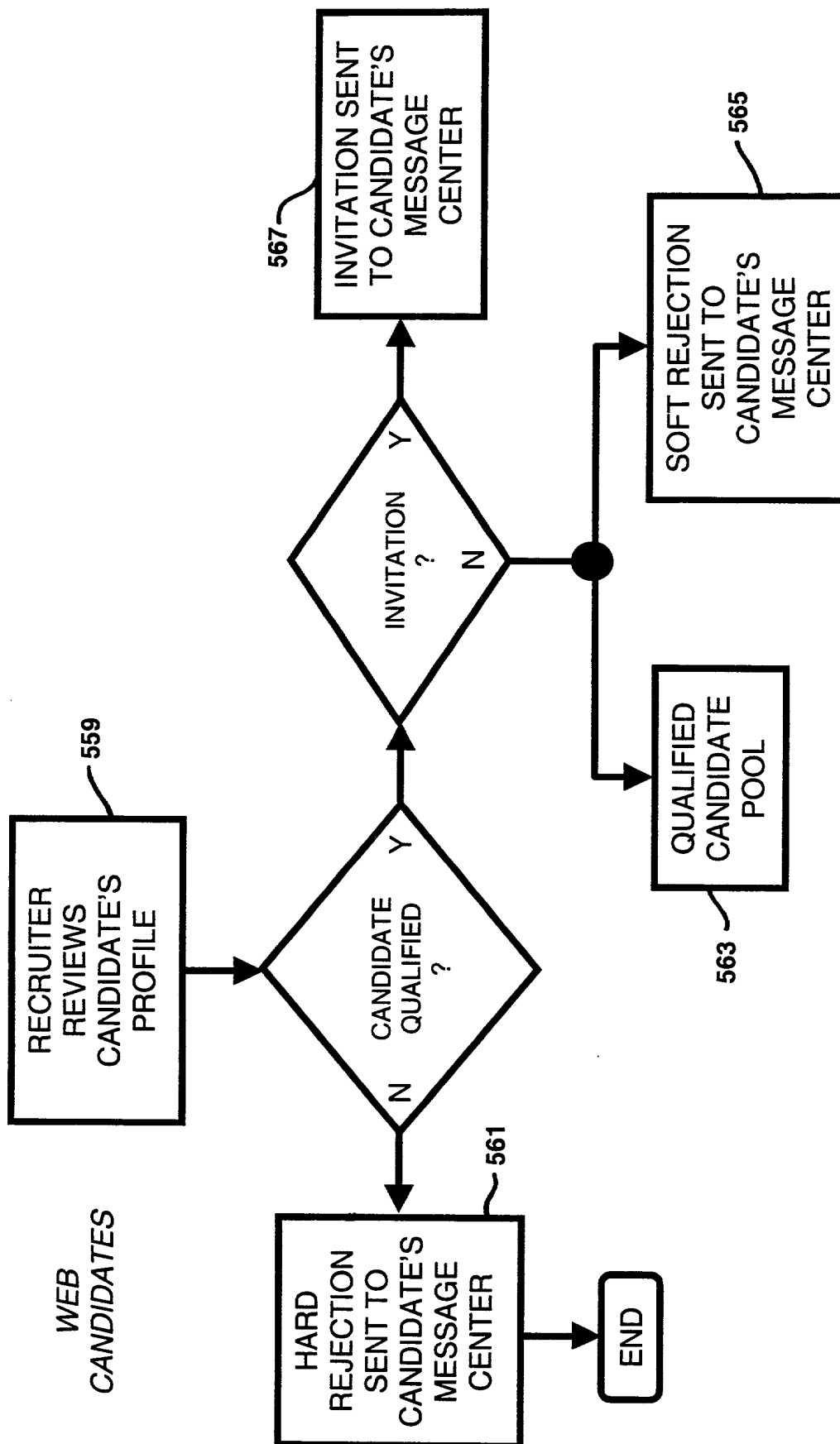


Figure 50

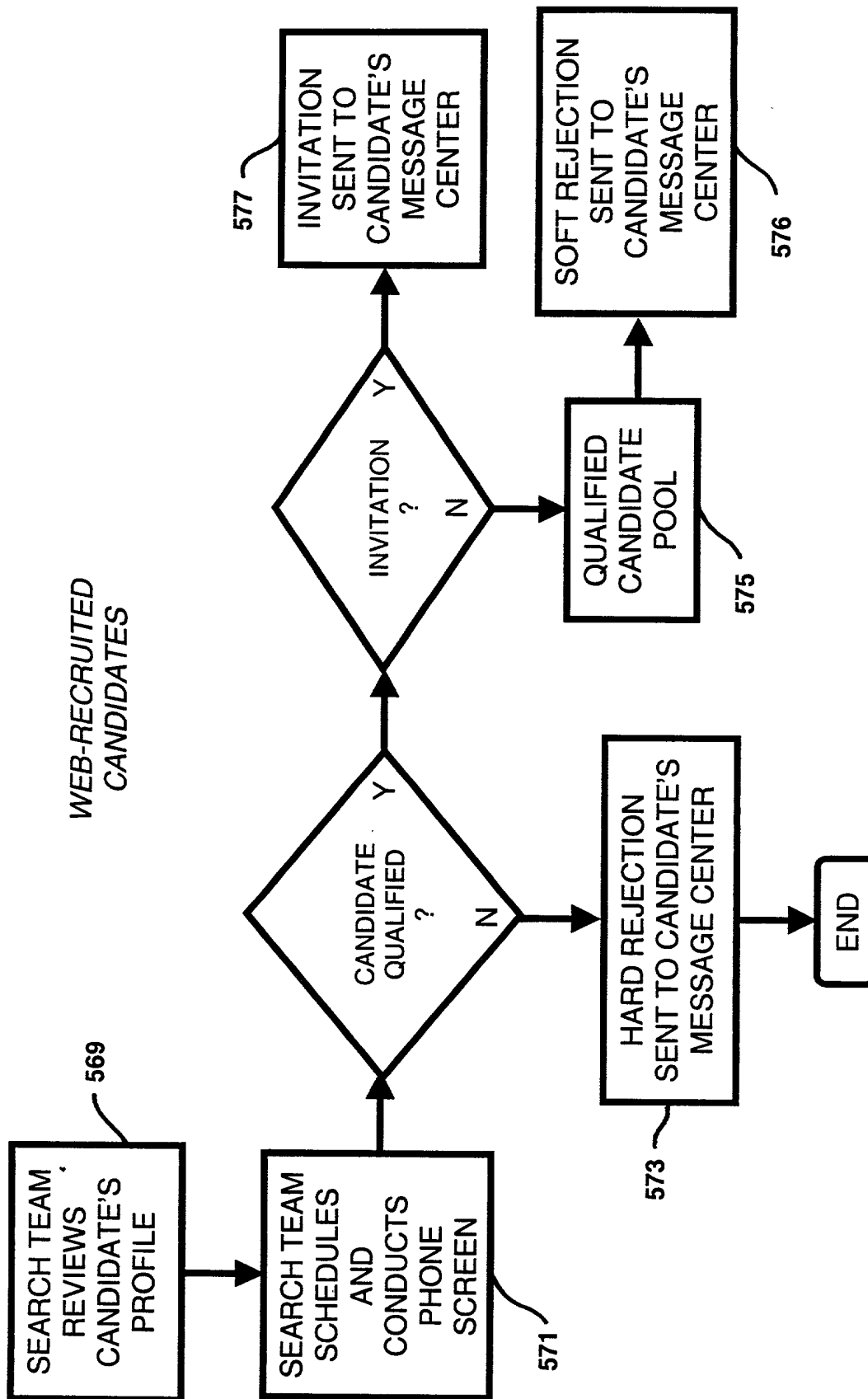


Figure 51

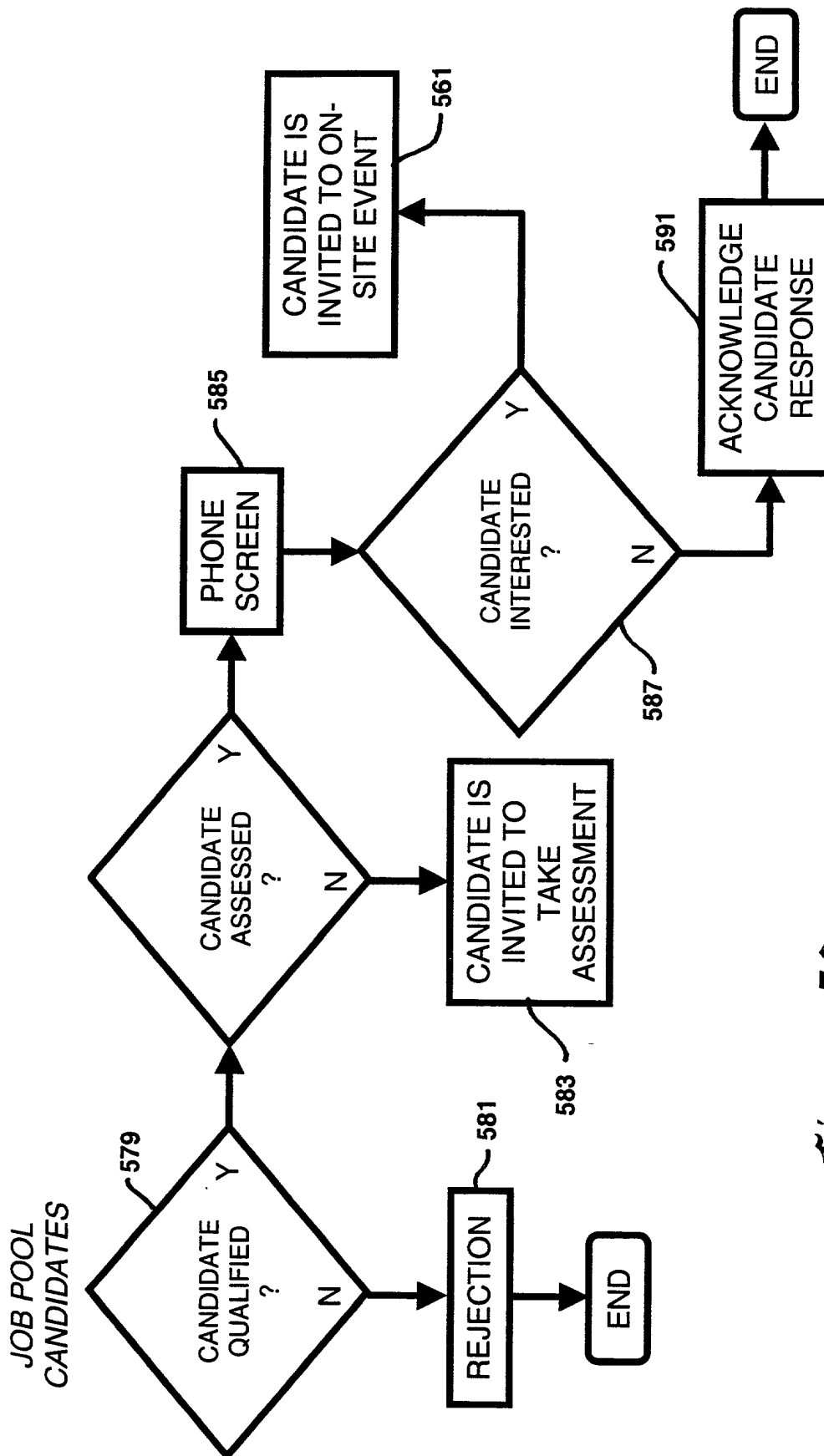


Figure 52

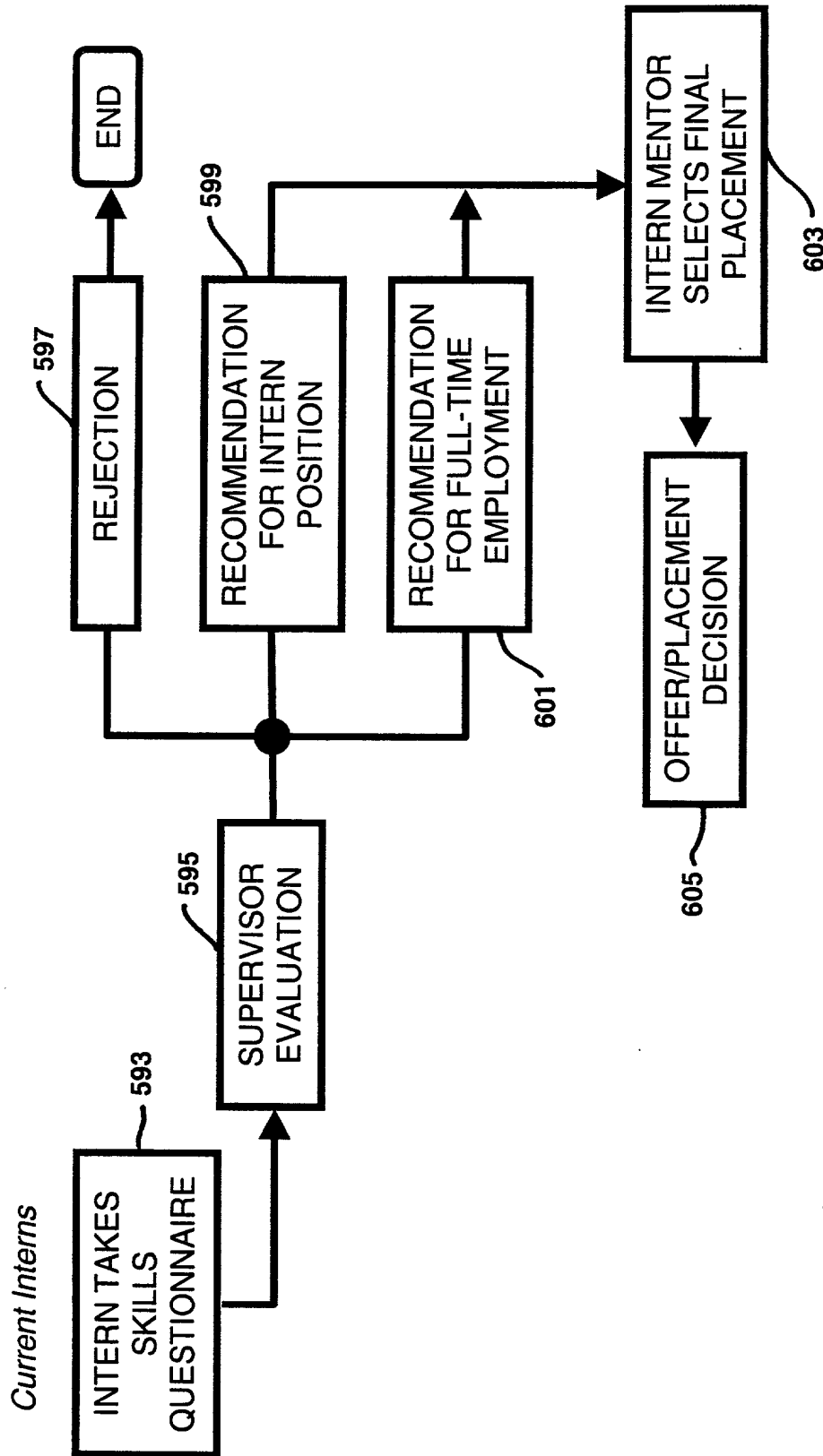


Figure 53

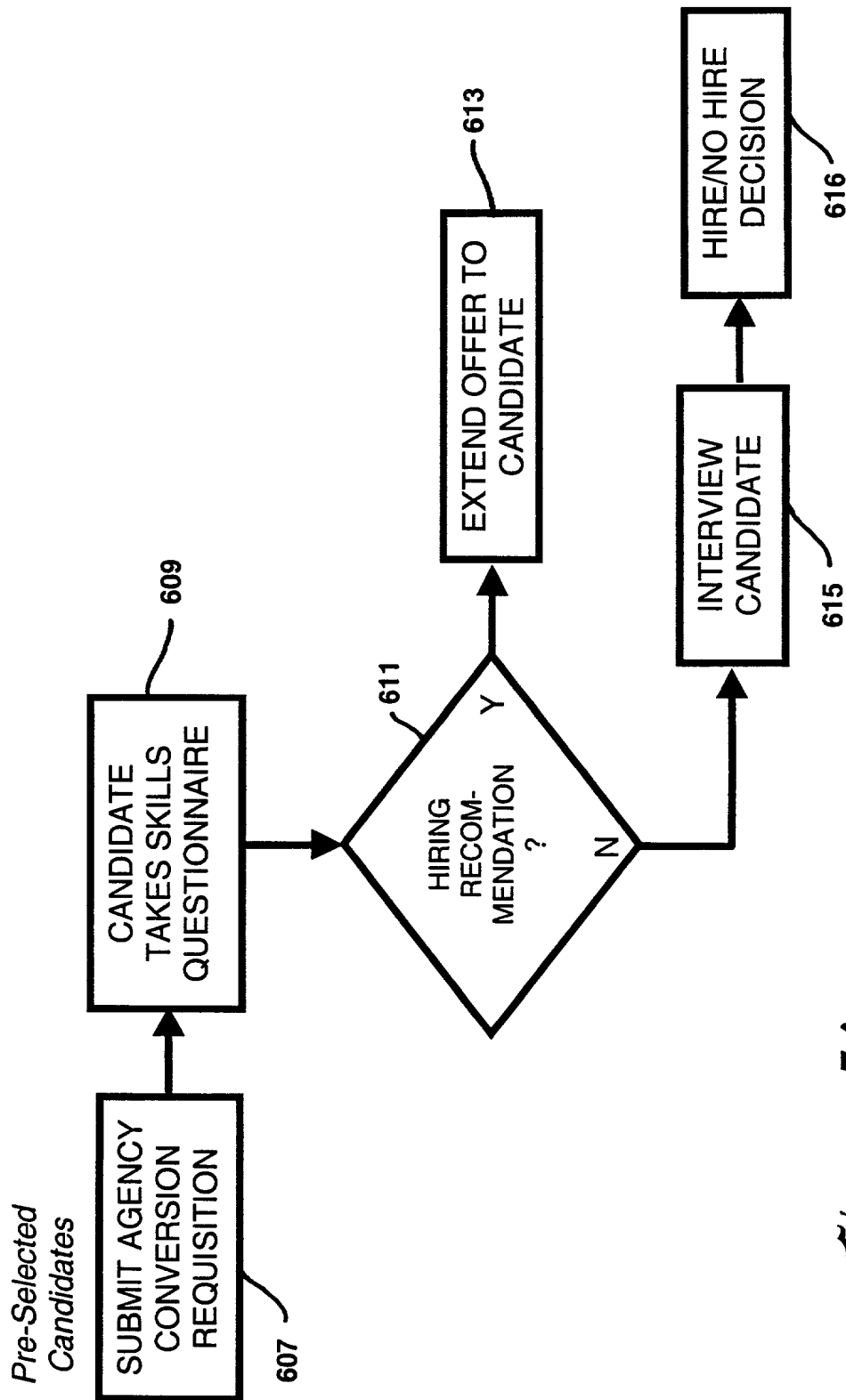


Figure 54

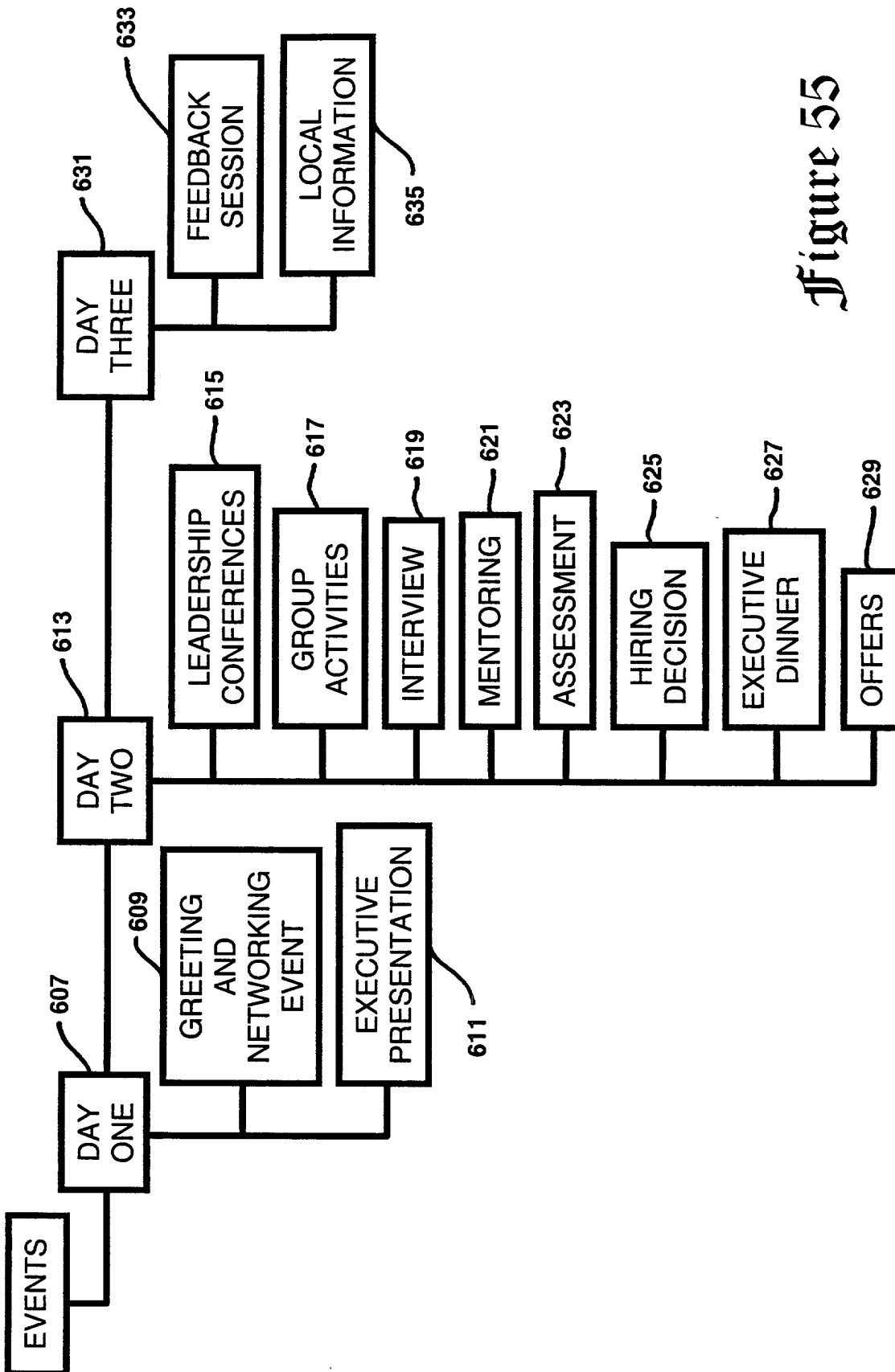


Figure 55

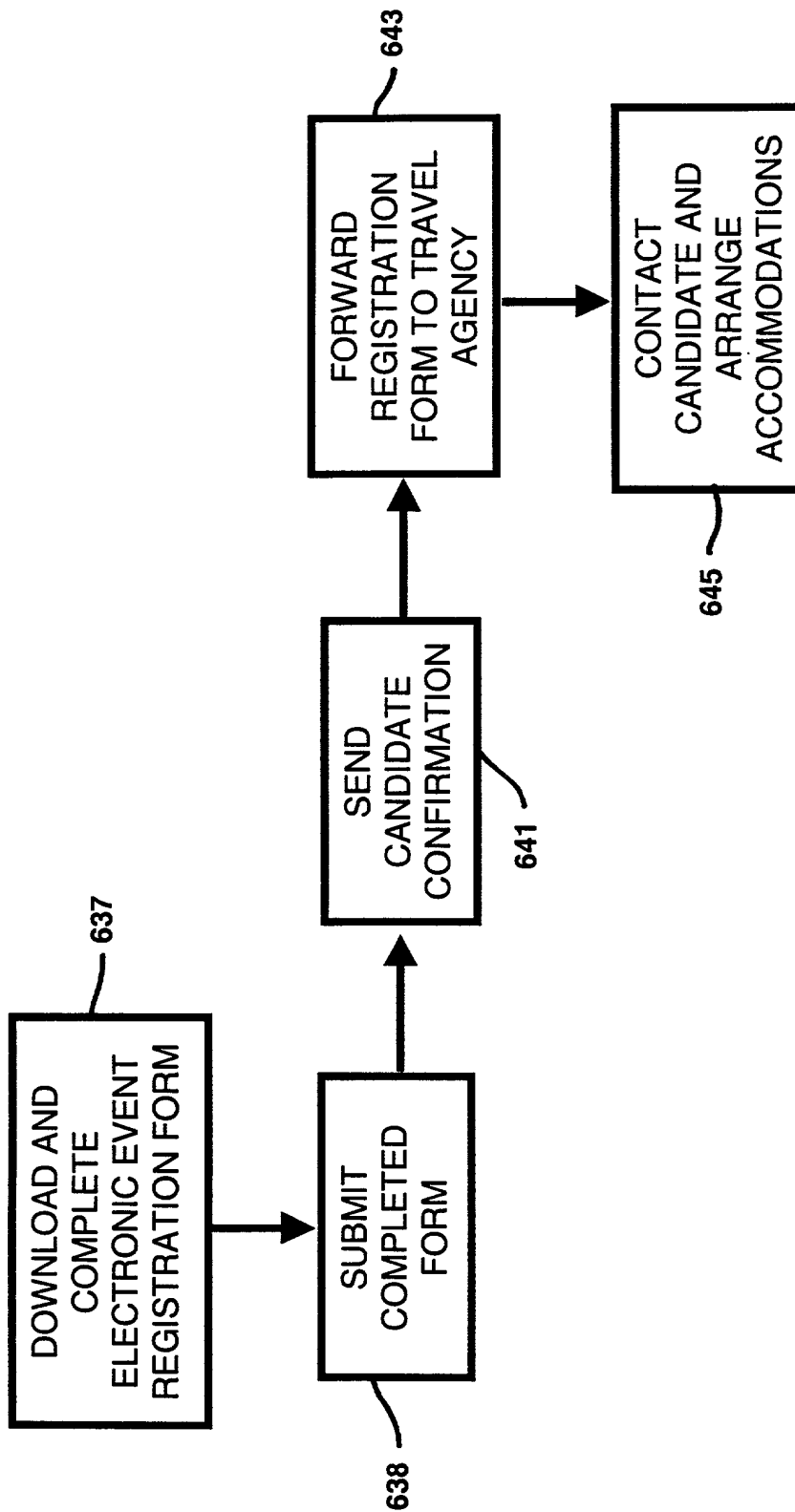


Figure 56

57/67

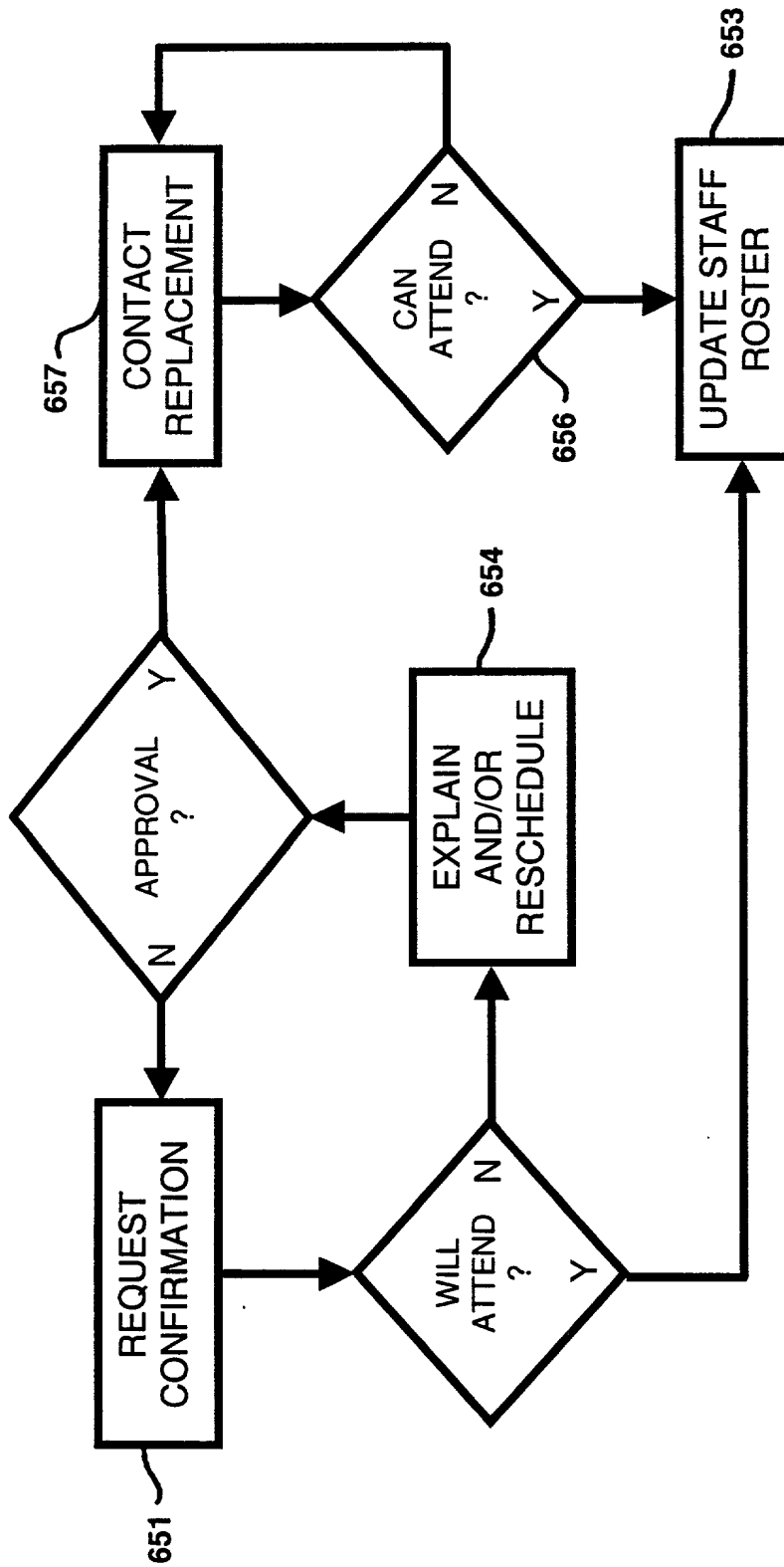


Figure 57

58/67

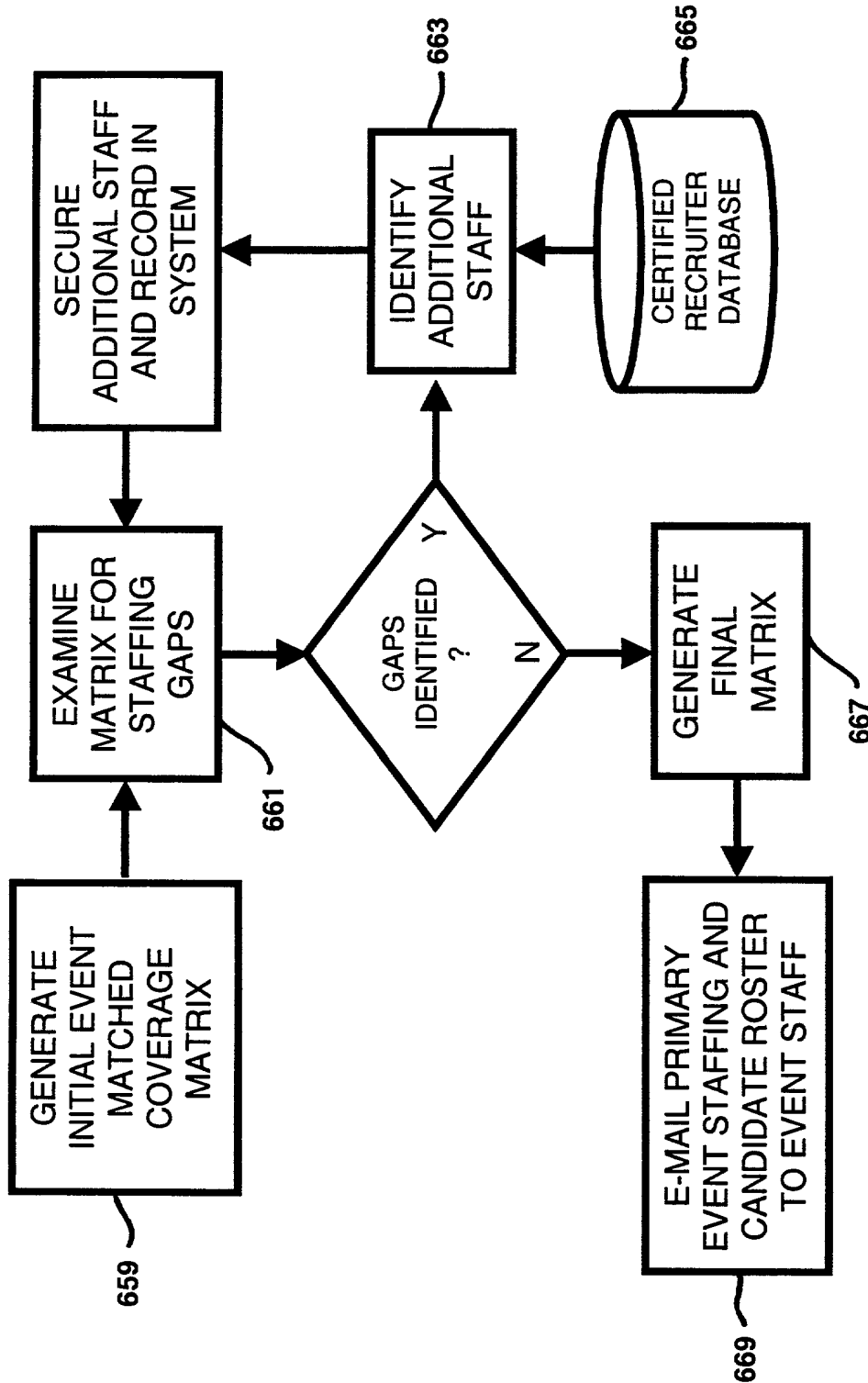


Figure 58

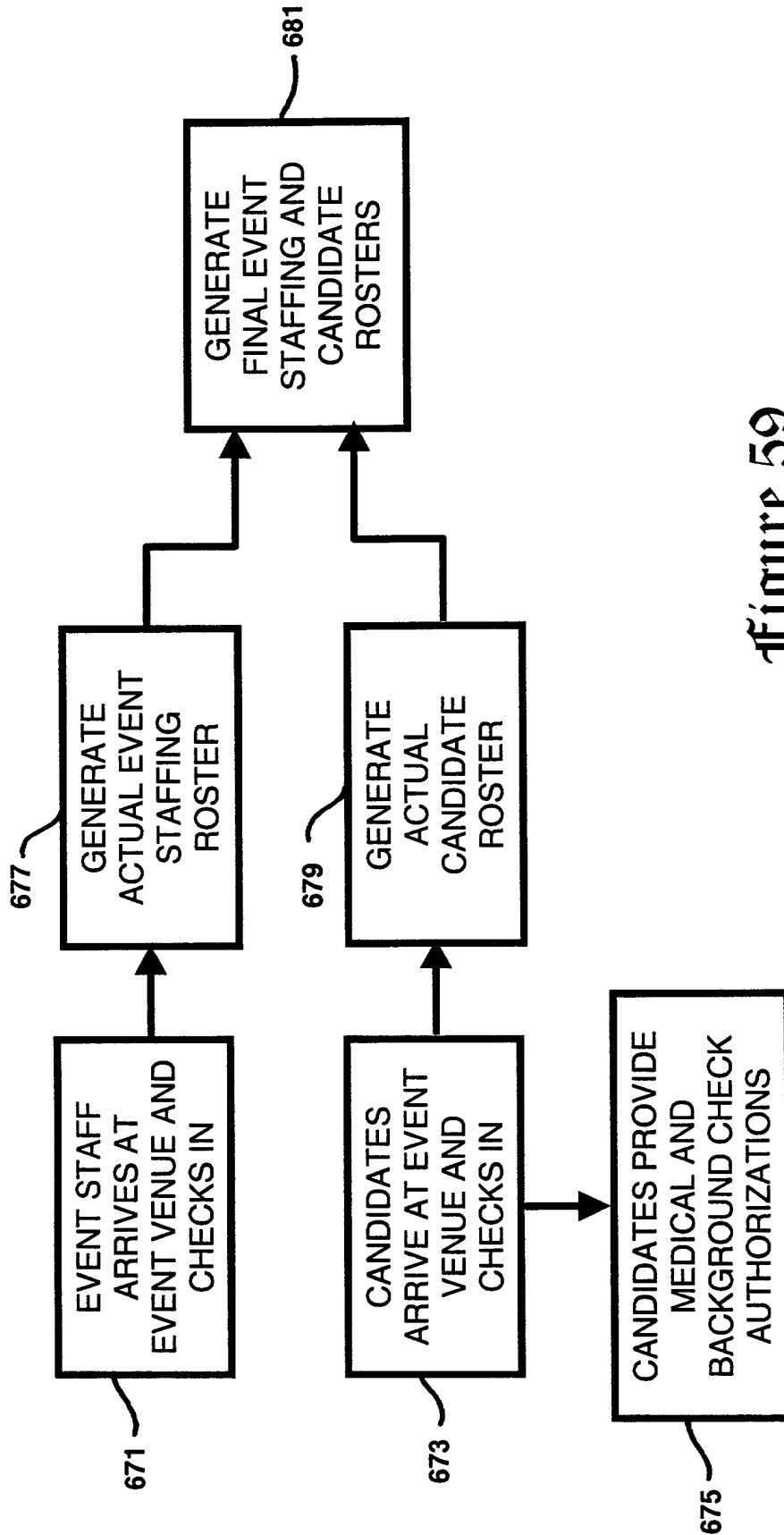


Figure 59

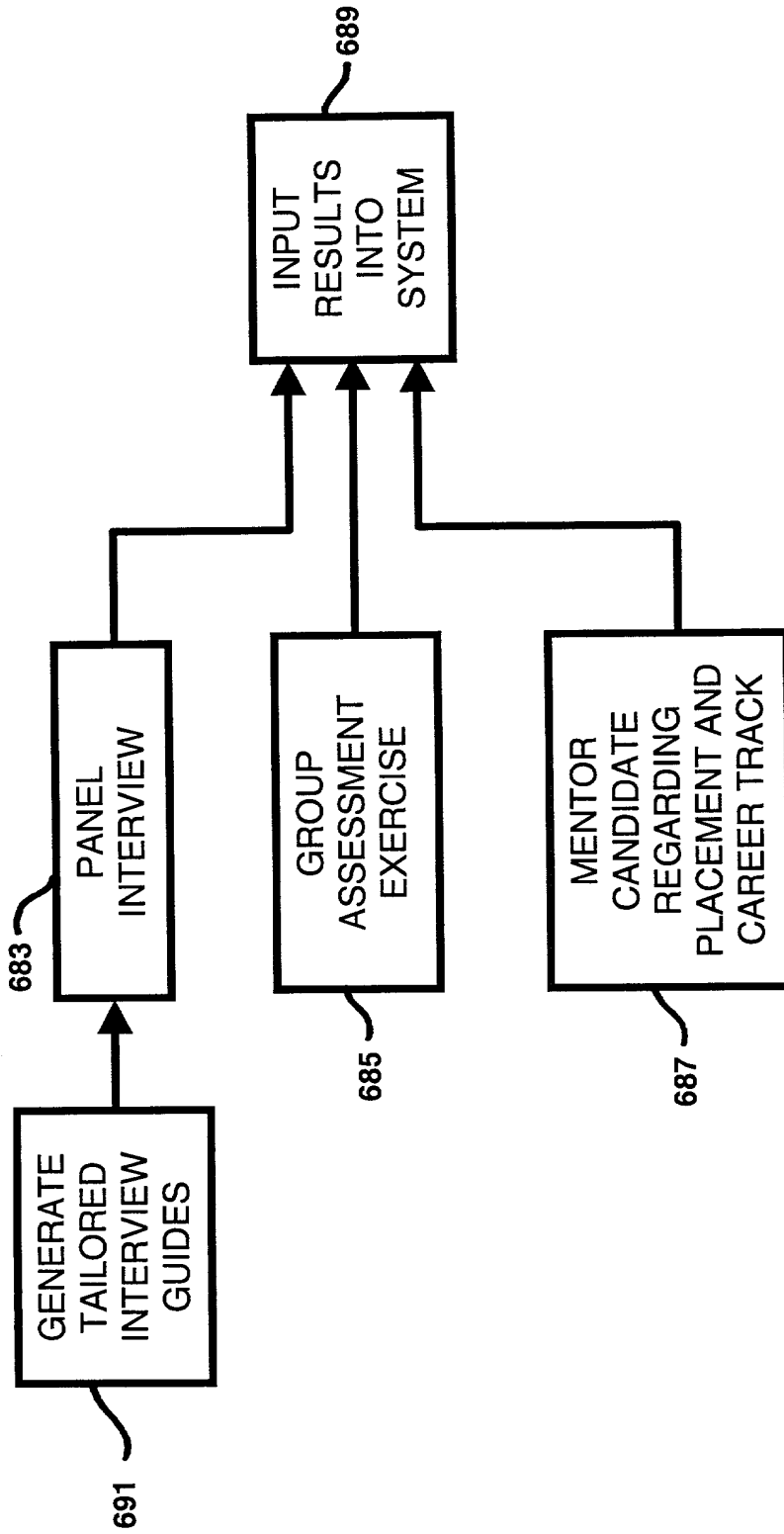


Figure 60

Group Assessment Ratings Form

Delegate: **ADD NEW**

Assessor: **ADD NEW**

Business Acumen: ~ 693

Develops Employees and Teams: ~ 695

Connects with the Customer: ~ 697

Drive for Results: ~ 699

* Not applicable indicates the assessor was unable to rate the behavior.

Offer Recommendation: ~ 701

Rationale for Offer Recommendation (Mandatory)
(Please provide a behavioral rationale for why you would/would not recommend this delegate for an offer)

~ 703

Save

Figure 61

Mentor Feedback

Delegate: 709 Add New

Mentor: 705 Add New

Placement Recommendation: 709

Offer Comments: 707

709

705

707

Figure 62

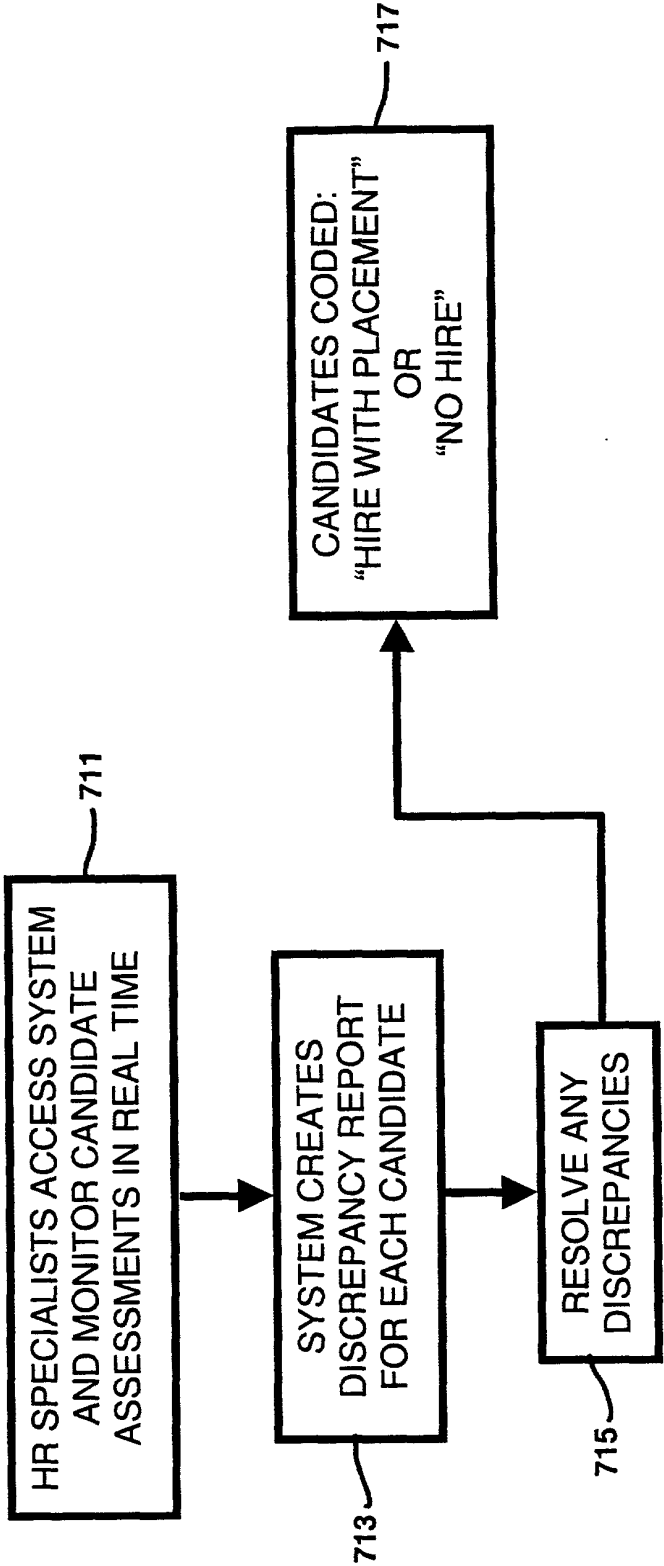


Figure 63

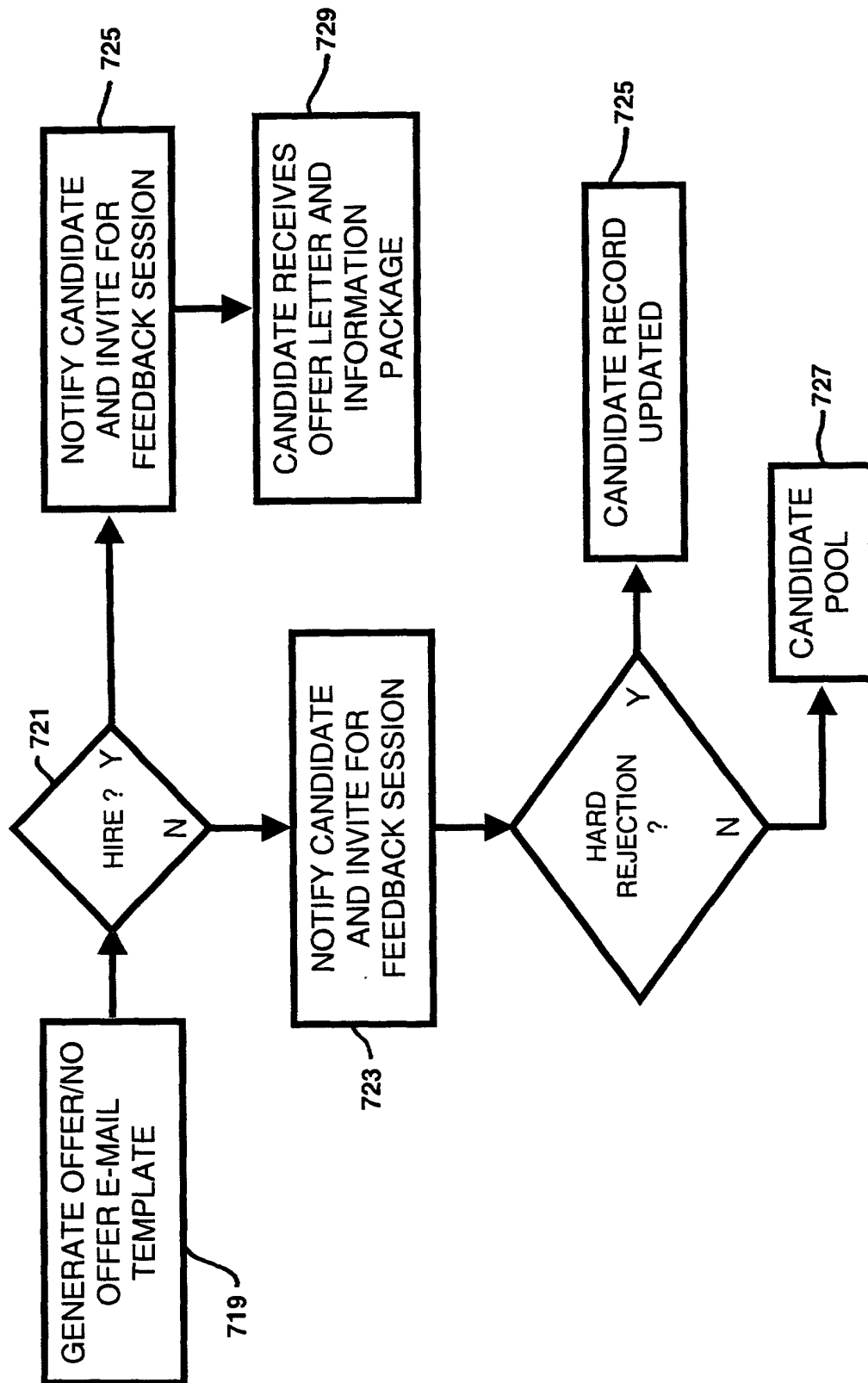


Figure 64

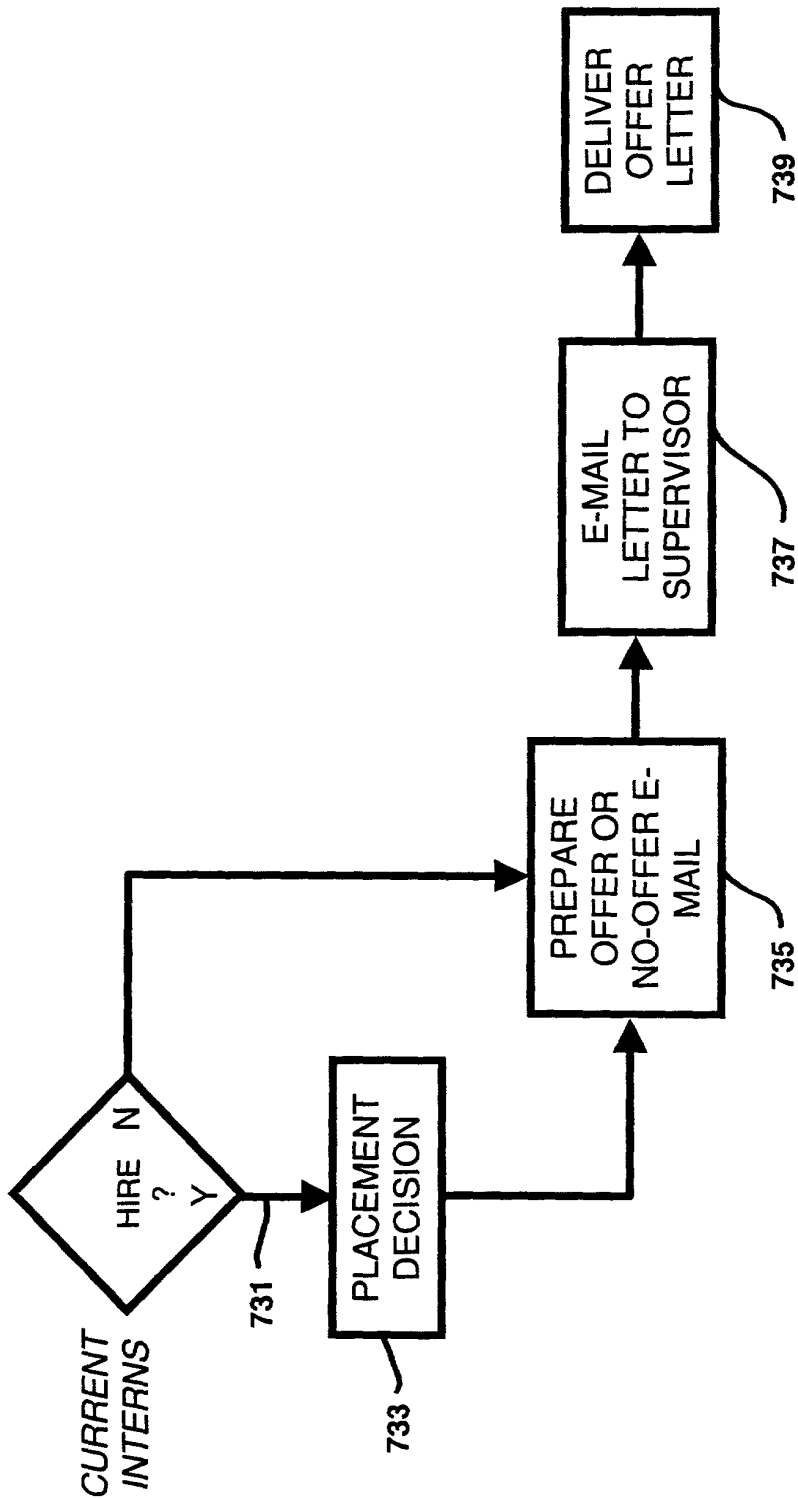


Figure 65

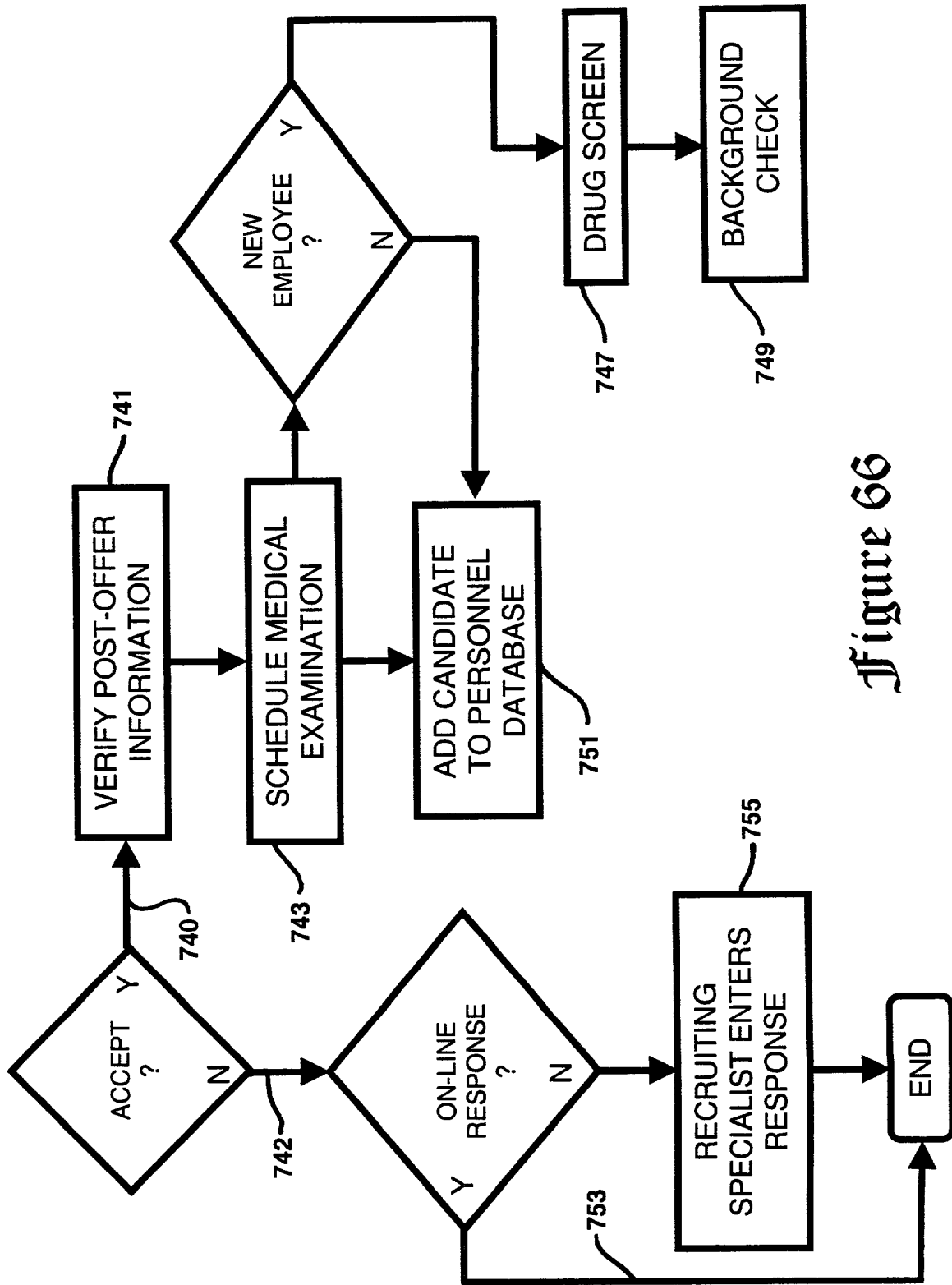


Figure 66

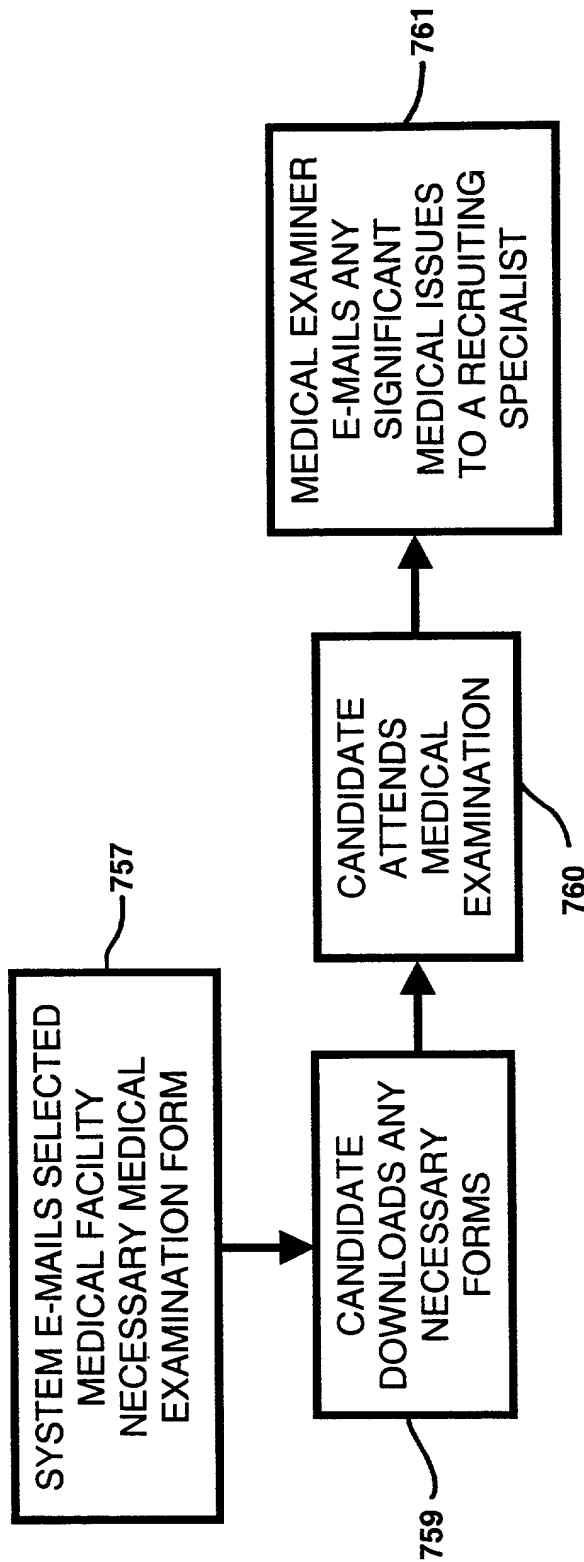


Figure 67